

The Impact of Workplace Discipline, Placement, and Environmental Conditions on Employee Performance at the East Medan Pratama Tax Services Office

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Abstrak. Penelitian ini bertujuan untuk mengeksplorasi dampak disiplin kerja, pengaturan, dan tempat kerja sampai batas tertentu dan sekaligus pelaksanaan perwakilan di Kantor Administrasi Tugas Pratama Medan Timur. Penjelajahan dipimpin di Kantor Administrasi Pengeluaran Pratama Medan Timur, Jalan Sukamulia Nomor 17A, Kota Medan, Wilayah Sumatera Utara, kode pos 20193, dengan jumlah populasi 95 orang dan tes ujian sebanyak 93 orang. Pengumpulan informasi dilakukan melalui pertemuan, jajak pendapat, dan dokumentasi. Dengan menggunakan program komputer IMB Statistics for Product and Service Solution (SPSS) versi 24, analisis regresi berganda digunakan untuk menganalisis data. Berdasarkan hasil pemeriksaan diketahui bahwa disiplin kerja berpengaruh signifikan terhadap presentasi perwakilan Kantor Administrasi Pengeluaran Pratama Medan Timur. Hal ini dibuktikan dengan hasil pengujian t hitung $>$ t tabel ($5,984 > 1,987$) pada $n = 93$ pada tingkat kepentingan 95%. Situasi tersebut sangat mempengaruhi penampilan para pekerja Kantor Administrasi Tugas Pratama Medan Timur; Hal ini dibuktikan dengan hasil penyelidikan t hitung $>$ t tabel ($3,092 > 1,987$) pada $n = 93$ pada tingkat kepentingan 95%. Tempat kerja mempengaruhi presentasi perwakilan Kantor Administrasi Pengeluaran Pratama Medan Timur; hal ini dikuatkan dengan ditentukannya t hitung $<$ t tabel ($0,569 < 1,987$) pada $n = 93$ dengan tingkat kepentingan 95%. Nilai F hitung $>$ F tabel ($26,165 > 2,71$) menyatakan bahwa secara bersama-sama (berbeda) terdapat pengaruh positif dan besar disiplin kerja, situasi, dan tempat kerja terhadap presentasi perwakilan Kantor Administrasi Pengeluaran Pratama Medan Timur.

Kata kunci: Disiplin Kerja; Lingkungan kerja; Kinerja karyawan.

Abstract. This exploration plans to determine the impact of work discipline, arrangement, and workplace to some extent and, at the same time, representative execution at the East Medan Pratama Duty Administration Office. The exploration was led at the Medan Timur Pratama Expense Administration Office, Jalan Sukamulia Number 17A, Medan City, North Sumatra Region, postal code 20193, with a population of 95 individuals and an examination test of 93 individuals. Information assortment was completed through meetings, polls, and documentation. Using version 24 of the IMB Statistics for Product and Service Solution (SPSS) computer program, multiple regression analysis was used to analyze the data. Given the consequences of the examination, it was found that work discipline significantly affected the presentation of the representatives of the East Medan Pratama Expense Administration Office. This was upheld by the consequences of the examination of t count $>$ t -table ($5.984 > 1.987$) at $n = 93$ at an importance level of 95%. The situation meaningfully affects the exhibition of the workers of the East Medan Pratama Duty Administration Office; this is upheld by the investigation of t count $>$ t -table ($3.092 > 1.987$) at $n = 93$ at an importance level of 95%. The workplace affects the presentation of the representatives of the East Medan Pratama Expense Administration Office; this is upheld by the determined $t <$ t -table examination ($0.569 < 1.987$) at $n = 93$ with an importance level of 95%. The worth of F -count $>$ F table ($26.165 > 2.71$) expresses that together (different) there is a positive and huge impact of work discipline, situation, and workplace on the presentation of representatives of the East Medan Pratama Expense Administration Office.

Keywords: Work Discipline; Work Environment; Employee Performance.

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Introduction

Human resources (HR) play a crucial role in organizations, whether large or small. The significance of HR in organizational development is continuously growing. Organizations that can effectively utilize their human resources are more likely to survive and thrive. The availability of capable human resources makes it easier for organizations to achieve their goals. Performance, which is the measurable outcome of an individual or organization in carrying out its essential tasks and responsibilities, holds significant importance. Performance measurement is a crucial activity as it serves as a gauge for assessing the effectiveness of an organization (its employees) in achieving its mission.

In the context of public service organizations, understanding information about other organizations is valuable to evaluate how the services provided by government entities align with expectations and meet the needs of service users. Excellent employee performance is characterized by the delivery of high-quality work, completion of assigned tasks promptly, and the ability to achieve organizational objectives. Individual performance is not isolated but is linked to an individual's abilities and motivation. According to Brahmanvio (2024), performance is essentially what employees do or do not do in carrying out their work, and individual capabilities are influenced by knowledge, educational background, and mastered skills.

Efforts to enhance employee performance often focus on maintaining a high level of work discipline. Discipline guides employees in adhering to organizational rules and regulations, and an individual's attitude towards discipline reflects their willingness to comply with established rules. Discipline is a tool used to encourage employees to adhere to various rules and decisions, preventing violations. The primary goal is to foster self-discipline among employees. Work discipline involves correcting or penalizing subordinates for disregarding rules or procedures. Additionally, work discipline serves as a form of employee self-control and standard performance, indicating the seriousness of the work culture within the

organization. Low employee discipline can hinder an organization from achieving its goals, while high employee discipline accelerates progress. Research conducted by Runtuuwu et al. (2015) on the Impact of Discipline, Position, and Workplace on the Performance of Manado City Integrated Licensing Service Agency Employees revealed that good work discipline positively influences employee performance.

Placement, the process of assigning tasks and jobs to potential employees based on their skills and qualifications, is a common method for coordinating capabilities with job requirements. Accurate placement significantly impacts employee performance, enabling current human resources to make optimal contributions to the organization. Research by Salsabila (2015) on the Impact of Work Position on Employee Performance at the Bandung City Education Service supports the notion that the effectiveness of work position influences employee performance. The workplace also plays a crucial role in influencing employee performance, as it is the setting in which employees carry out their tasks. Employee performance is affected by the work environment, and a conducive environment leads to improved performance. According to Sedarmayanti and Haryanto (2017), a satisfactory workplace encompasses both physical and non-physical aspects. The physical environment includes adequate space, cleanliness, office layout, air circulation, variety, and good lighting, while the non-physical environment includes the working atmosphere, sense of security, interpersonal relationships, direct employee-consumer interactions, and organizational values.

Research by Wiratamy and Asteria (2021) on the impact of training factors, work motivation, and the workplace on the performance of the Ministry of Transportation employees at the Directorate General of Civil Aviation at the Regional Airport Authority Office VII Balikpapan found a correlation between workplace factors and employee performance. Performance, as defined by various researchers, is the result of an individual's activities in carrying out assigned tasks. Work discipline is a tool used to modify behavior and increase awareness and willingness to comply with

organizational rules. Placement is a common method for aligning employees' skills with job requirements, and the accuracy of placement significantly influences employee performance. The workplace, consisting of both physical and non-physical aspects, can impact employees and their task completion. A conducive workplace environment contributes to enhanced employee performance.

Research Methodology

This research employs quantitative methods to analyze functional factors. The types and categories of the factors involved are determined by functional considerations. Additionally, variable operationalization plans define the measurement size for each variable, enabling hypothesis testing using appropriate tools. Research factors, as defined by Prof. Dr. Sugiyono (2017), encompass any element in any form that the researcher intends to study, gather information about, and subsequently draw conclusions. Descriptive analysis, as

outlined by Ghozali (2018), is utilized in this study. Descriptive analysis provides an overview or description of data, considering measures such as mean, standard deviation, and the range between maximum and minimum values. This approach allows for a comprehensive understanding of the variables under examination.

Results and Discussion

Validity Test

Instrument authenticity testing ought to be apparent in the Changed Thing Complete Association portion. If the association number procured is more noticeable than the fundamental number ($r\text{-count} > r\text{-table}$), then the instrument should be genuine. Considering the authenticity test, it might be contemplated that all inquiries to measure every investigation variable are reported to be genuine. The following are the outcomes of the variable legitimacy test:

Table 1. Variable Validity Test

Variable	Instrument	R-count	R-table	Description
Work discipline (X1)	1) DK1	0.433	0.203	Valid
	2) DK2	0.568	0.203	Valid
	3) DK3	0.591	0.203	Valid
	4) DK4	0.632	0.203	Valid
	5) DK5	0.634	0.203	Valid
	6) DK6	0.606	0.203	Valid
	7) DK7	0.673	0.203	Valid
	8) DK8	0.571	0.203	Valid
	9) DK9	0.418	0.203	Valid
	10) DK10	0.487	0.203	Valid
Placement (X2)	1) P1	0.685	0.203	Valid
	2) P2	0.609	0.203	Valid
	3) P3	0.601	0.203	Valid
	4) P4	0.626	0.203	Valid
	5) P5	0.682	0.203	Valid
	6) P6	0.501	0.203	Valid
	7) P7	0.691	0.203	Valid
	8) P8	0.621	0.203	Valid
	9) P9	0.661	0.203	Valid
	10) P10	0.616	0.203	Valid
Work environment (X3)	1) LK1	0.545	0.203	Valid
	2) LK2	0.735	0.203	Valid
	3) LK3	0.685	0.203	Valid
	4) LK4	0.627	0.203	Valid

	5) LK5	0.659	0.203	Valid
	6) LK6	0.597	0.203	Valid
	7) LK7	0.615	0.203	Valid
	8) LK8	0.581	0.203	Valid
	9) LK9	0.661	0.203	Valid
	10) LK10	0.651	0.203	Valid
Employee Performance (Y)	1) KP1	0.470	0.203	Valid
	2) KP2	0.624	0.203	Valid
	3) KP3	0.669	0.203	Valid
	4) KP4	0.595	0.203	Valid
	5) KP5	0.516	0.203	Valid
	6) KP6	0.590	0.203	Valid
	7) KP7	0.599	0.203	Valid
	8) KP8	0.588	0.203	Valid
	9) KP9	0.576	0.203	Valid
	10) KP10	0.617	0.203	Valid

Reliability Test

Directly following finishing an authenticity test, the accompanying stage is to do a data trustworthiness test to check whether the instrument is strong by looking at the Cronbach's alpha. Steady quality testing is finished to check whether the assessing device used is trustworthy and stays solid until the assessment is reiterated. On the off chance that the Cronbach's alpha of a survey is more noteworthy than 0.6, it is viewed as dependable. This demonstrates the reliability of the examination data.

Table 2. Variable Reliability Test

Variabel	Cronbach's Alpha	Reliability Limits	Description
Work discipline (X1)	0.735	0.6	Reliabel
Placement (X2)	0.755	0.6	Reliabel
Work environment (X3)	0.756	0.6	Reliabel
Employee Performance (Y)	0.743	0.6	Reliabel

The Influence of Work Discipline, Placement and Work Environment on Employee Performance

Based on the results of the calculations, it can be concluded that the East Medan Pratama Tax

Service Office's work environment, placement, and discipline all have a positive and significant impact on employee performance when the hypothesis is tested. Hence, all the while, the aftereffects of this examination are as per the hypothesis, which expresses that work discipline, arrangement and workplace are influential for representative execution. The positive and huge impact of work discipline, arrangement and workplace applied at the East Medan Pratama Expense Administration Office will further develop representative execution. This implies that work discipline, arrangement and workplace play a significant part in further developing representative presentations. This additionally shows that the amount of my work is as per the predetermined work norms, in finishing responsibilities I can finish them precisely and rapidly as per the predefined time, I don't frequently commit errors in getting done with jobs, I and different representatives use the hierarchical assets given, I'm committed and liable for the work, I have the right stuff/aptitude to finish the work doled out to me, I'm ready to settle on choices in tackling issues, I can defeat issues that emerge during work, in finishing work, workers generally step up without sitting tight for orders from bosses, and all work errands so far have been finished on time.

The Influence of Work Discipline on Employee Performance

To some degree, the consequences of this exploration show that work discipline

significantly affects representative execution at the East Medan Pratama Assessment Administration Office. This impact shows that work discipline is in accordance with representative execution, or as such, satisfying work discipline will impact great or high worker execution. This impact shows that work discipline plays a significant part in further developing representative presentations at the East Medan Pratama Expense Administration Office. This is clear from the responses of respondents, who on average agree that arriving at the workplace prior to the start of work hours, adhering to the company's work hours, returning home during those hours, taking breaks, praying, and eating in accordance with the company's guidelines, and adhering to the company's work hours are all important. act as per the standards that apply to every representative, wear work garb flawlessly and use security hardware as per organization guidelines while working, complete work as per the expected set of responsibilities and obligations, comply and consent to basic principles and different standards on the off chance that involving a cellphone in the creation region during working hours is not permitted, never disregard the organization's representative set of rules, and continuously clean up work gear after my work is done.

The Effect of Placement on Employee Performance

This study partially demonstrates that employee performance is positively and significantly impacted by placement. As such, the satisfaction of the situation at the East Medan Pratama Duty Administration Office will influence representative execution. This shows that the position is exceptionally vital and critical to be carried out at the East Medan Pratama Duty Administration Office. This is obvious from the responses of respondents who, on average, concurred that the work given was as per my instructive foundation and felt that the predominant knew the instructive foundation before the representative was set; the work given to me was as per my abilities. As I would see it, the situation of the workers in the organization is as per the work experience, they have. As I would see it, the representative's ailment is truly expected to

assist with the proper arrangement process. I feel that the work given doesn't influence my wellbeing. At my age, I'm ready to think and work expertly. Age, in my opinion, has no bearing on where I get hired. My position in the company is really determined by my abilities and work skills. The workers who are put in have abilities that suit the organization's requirements.

The Influence of the Work Environment on Employee Performance

Somehow, the consequences of this examination show that the workplace significantly affects worker execution at the East Medan Pratama Assessment Administration Office. This impact shows that the impact of the workplace isn't in a similar direction as representative execution; all in all, the presence of a decent workplace won't impact great or high worker execution. This impact likewise shows that the workplace doesn't yet play a significant role in further developing worker execution at the East Medan Pratama Assessment Administration Office. This is apparent from the responses of respondents who, on average, differed: indoor lighting hardware is great and sufficient, lighting in the working environment assists me with finishing my work, the air temperature in the workspace is adequate to help work exercises, my working environment doesn't have terrible scents, my working environment is a long way from commotion, I can focus well since it is a long way from clamor, security at work can make me work serenely, the security unit at my work environment is functioning admirably, so I have a good sense of reassurance, I cooperate with each partner, and I don't have clashes with individual representatives.

Conclusion

Work discipline, situation and workplace all the while affects representative execution at the East Medan Pratama Duty Administration Office. This is upheld by the consequences of the investigation of F count $>$ F -table (26.165 $>$ 2.71) at $n = 93$ at an importance level of 95%. Work discipline to some extent affects representative execution at the East Medan

Pratama Duty Administration Office; this is upheld by the consequences of the investigation of t count $>$ t -table ($5.984 > 1.987$) at $n = 93$ at an importance level of 95%. Incomplete situations meaningfully affect representative execution at the East Medan Pratama Expense Administration Office; this is upheld by the consequences of the t -count $>$ t -table investigation ($3.092 > 1.987$) at $n = 93$ at an importance level of 95%. At the East Medan Pratama Tax Service Office, the results of the t -count $>$ t -table analysis ($0.569 < 1.987$) with $n = 93$ and a 95% significance level indicate that the work environment has some effect on employee performance.

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