

The Influence of Work Environment, Work Experience and Work Discipline on The Performance of Tanjungbalai City Education Service Employees

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Abstrak. Tujuan penelitian ini adalah untuk mengetahui bagaimana pengaruh lingkungan kerja, pengalaman kerja, dan disiplin kerja pegawai Dinas Pendidikan Kota Tanjungbalai terhadap kinerja. Strategi eksplorasi yang digunakan adalah kajian dengan menyebarkan jajak pendapat kepada perwakilan Kantor Instruksi Kota Tanjungbalai. Para pegawai Departemen Pendidikan dipilih secara acak untuk dimasukkan dalam sampel penelitian. Pemeriksaan informasi dilakukan dengan menggunakan prosedur relaps untuk mengevaluasi hubungan antara faktor bebas (tempat kerja, wawasan kerja dan disiplin kerja) dan variabel terikat (eksekusi perwakilan). Hasil pemeriksaan menunjukkan bahwa tempat kerja sangat mempengaruhi penampilan perwakilan Dinas Diklat Kota Tanjungbalai. Pengalaman kerja juga memberikan komitmen positif untuk lebih mengembangkan pelaksanaan yang representatif. Disiplin kerja juga ditemukan berpengaruh signifikan terhadap pelaksanaan perwakilan. Secara umum ketiga faktor bebas tersebut mempengaruhi presentasi perwakilan Dinas Sekolah Kota Tanjungbalai. Konsekuensi dari pemeriksaan ini dapat menambah administrasi Divisi Diklat untuk lebih mengembangkan pelaksanaan yang representatif dengan lebih fokus dan membenahi tempat kerja, memberikan wawasan kerja yang layak, dan lebih mengembangkan disiplin kerja yang representatif. Konsekuensi dari pemeriksaan ini juga dapat menjadi alasan untuk mengembangkan lebih lanjut strategi dan praktik SDM di organisasi serupa.

Kata kunci: Lingkungan Kerja; Pengalaman Kerja; Disiplin Kerja.

Abstract. The purpose of this study is to investigate how the work environment, work experience, and work discipline of Tanjungbalai City Education Service employees impact performance. The exploration strategy utilized was a study by dispersing polls to representatives of the Tanjungbalai City Instruction Office. The employees of the Education Department were chosen at random to be included in the research sample. An information examination was completed utilizing relapse procedures to evaluate the connection between free factors (workplace, work insight and work discipline) and the dependent variable (representative execution). The consequences of the examination show that the workplace decidedly affects the presentation of Tanjungbalai City Training Division representatives. Work experience likewise makes a positive commitment to further developing representative execution. Work discipline was likewise found to significantly affect representative execution. In general, these three free factors affect the presentation of Tanjungbalai City Schooling Office representatives. The consequences of this examination can add to the administration of the Training Division in further developing representative execution by focusing harder on and upgrading the workplace, giving decent work insight, and further developing representative work discipline. The ramifications of this examination can likewise be a reason for further developing HR strategies and practices in comparable organizations.

Keywords: Work Environment; Work Experience; Work Discipline.

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Introduction

Frameworks and public offices are significant elements in running government both in the middle and in the locales. In good condition, infrastructure and public facilities will encourage economic expansion and enhance community well-being. Consequently, an office is required that is entrusted with creating and giving data about instruction. The Schooling Office in Tanjung Balai City is an administration organization entrusted with creating training as a public office for the local area. The outcome of an organization truly relies on the adequacy of its exhibition. Execution is characterized as the consequence of a representative's work, an administration cycle where the consequences of this work should be displayed in substantial proof and can be estimated when contrasted with foreordained norms. Execution is a proportion of how well workers complete their work obligations. From here, associations or offices can see whether the accomplishment of hierarchical objectives is fruitful or fizzled. In finishing their obligations, representatives should have a great work limit.

Nonetheless, the issues that exist in the Tanjungbalai City Schooling Office with respect to a deficient workplace, absence of work insight, absence of comprehension of arranging and low spending plan assimilation, and work discipline completed by representatives of the Tanjungbalai City Training Office are not yet completely running great. This is on the grounds that the capacity of representatives to do their work is as yet not ideal since it isn't as per their abilities and instructive foundation; the practicality of revealing yearly work results isn't totally opportune; this is on the grounds that there are still representatives or fields who are late in detailing their yearly work results because of a trouble between different fields. Moreover, in regards to offices, help work with the goal that the undertakings given can be finished rapidly and unequivocally. However, the subpar quality of these facilities results in their rapid depreciation and lack of upkeep, which has a negative impact on employee performance. Work experience is a proportion of the timeframe or time of work that an individual

has finished so they can figure out the errands of a task and have done them well (Heidjrachman & Husnan, 2002). Work experience is information or abilities that an individual knows and has dominated because of activities or work that has been completed for a specific timeframe (Nurrofi, 2012). With progressively great work insight, representatives will actually want to have the option to give great execution and be a model for workers who have recently joined the organization. Providing educational training to the employees in question is one strategy for improving employee performance in relation to their work experience. The ongoing peculiarity shows a ton of contrariness among positions and officeholders. So the presentation of an association is felt to be not exactly ideal. Quality HR should be visible in the consequences of their work. Inside the structure of impressive skill, great execution is the way a representative can show work conduct that prompts accomplishing the points and goals of the office, for instance, how to oversee HR to prompt great work results, since people can turn into the focal point of authoritative issues when their true capacity isn't grown ideally. Taking into account the presence of people (the labor force) in numerous organizations contending to enable the capability of their workers to accomplish elite execution, The exhibition accomplished by representatives will, at last, add to the presentation of the association or organization.

The work environment is everything that is around workers and that can influence them in carrying out assigned tasks, such as cleanliness, music, lighting, and so on, according to (Malayu, H. S. & Hasibuan, 2017). As per (Susilowati, 2005), the workplace is everything in the climate that can impact, either directly or indirectly, an individual or group in completing their exercises. (Sedarmayanti & Haryanto, 2017), all the conditions that are located around the workplace that will influence employees either directly or indirectly on their work" constitute the workplace environment. This is in accordance with the meaning of the workplace set forward by (Deviani *et al.*, 2021), who characterizes the workplace as "the whole work framework around representatives who are doing work that can impact the execution of

the actual work. Manullang (2018) says that work experience is the most common way of shaping or creating abilities in regards to the method of work because of the representative's association with completing work assignments. (Manusia, n.d.) accepts that work experience is a proportion of the time allotment or period that an individual has had the option to grasp the undertakings of a task and has done well or the information or abilities that an individual has referred to and dominated because of activities or work that an individual has dominated subsequently from activities or work that have been completed over a specific timeframe. In the mean time, as per (Sastrohadiwiryono & Syuhada, 2021), work discipline is a demeanor of regard, compliance, and submission to pertinent guidelines, both composed and unwritten, and having the option to do them and not trying not to get sanctions assuming he abuses his obligations and commitments. authority given to him. In the interim, as per (Nurrofi, 2012), work discipline is a type of preparation that looks to improve and shape representative information, perspectives and conduct, so these representatives deliberately attempt to work helpfully with different representatives.

As per (Anwar Prabu, 2017), execution is the aftereffect of work as far as quality and amount accomplished by a representative in doing his obligations as per the obligations given to him." In the interim, (Usman, 2012): "Performance is a complete display of the condition of an agency during a certain period of time; it is a result or achievement that is influenced by the agency's operational activities in utilizing the resources it has,". Representative execution impacts the amount they add to the association, which incorporates, in addition to other things, yield amount, yield quality, yield period, presence at work, and helpful disposition. As per (Nurrofi, 2012), work accomplishment or execution is the consequence of work that an individual has accomplished from their work conduct in doing work exercises.

Research Method

The examination strategy in this exploration is absolute testing. All-out inspecting is a testing strategy where the quantity of tests is equivalent to the population, (Sugiyono, n.d.). The justification behind taking an absolute examination was on the grounds that, as indicated by Sugiyono, the population was under 100; the whole population was utilized as the examination test. Data is the raw material that must be processed before information, both qualitative and quantitative, can be produced that demonstrates facts (Siregar, 2015).

The legitimacy test is utilized to gauge whether a survey is substantial. A poll is supposed to be legitimate on the off chance that the inquiries in the survey can uncover something that the survey will gauge (Imam Ghazali, 2018). The importance test is done by contrasting the determined r esteem and the r table for level of opportunity ($df = n-2$). For this situation, n is the quantity of tests and $\alpha = 0.05$. The item, question, or indicator is deemed valid if the calculated r is greater than the r table and the value is positive (Imam Ghazali, 2018). Dependability A test is an instrument for estimating a survey, which is a mark of a variable or development. A poll is supposed to be solid or dependable in the event that an individual's responses to explanations are predictable or stable over the long run. Unwavering quality estimations are done utilizing a single shot or only one estimation, then the outcomes are contrasted and different inquiries or measures of the relationship between's questions respond. The Cronbach Alpha () statistical test can be used to measure SPSS's reliability. A develop or variable is supposed to be solid on the off chance that it gives a Cronbach Alpha worth > 0.6 (Imam Ghazali, 2018).

Results and Discussion

Validity Test

Legitimacy, or legitimacy, is the degree to which an estimating instrument can gauge what it needs to quantify. High validity indicates a valid instrument. Then again, an instrument that is less substantial means it has low legitimacy (Arikunto & Yuliana, 2008). Before the information assortment is completed, the inquiries in the poll are tried first to determine their legitimacy and unwavering quality. Using SPSS, the measurement method determines whether each statement item is valid or invalid under the following conditions:

- a) On the off chance that $r\text{ count} \geq r\text{ table}$ with 95% importance, the instrument is pronounced legitimate.
- b) On the off chance that $r\text{ count} \leq r\text{ table}$ with 95% importance, the instrument is pronounced invalid (Sugiyono, 2013).

The results of the data processing with SPSS can be used to determine the test's calculated r value (attachment). In the interim, the r table incentive for $n = 56$ and a blunder level (α) of 0.05% is 0.263 (db = n-2). From the legitimacy test process completed on the 56 respondents, the summed-up results can be displayed in the accompanying table:

Table 1. Variable Validity Test Results (X1)

Variable	rcount	rtable	Description
1	0,296	0,263	Valid
2	0,471	0,263	Valid
3	0,798	0,263	Valid
4	0,798	0,263	Valid
5	0,650	0,263	Valid
6	0,471	0,263	Valid
7	0,562	0,263	Valid
8	0,797	0,263	Valid
9	0,517	0,263	Valid
10	0,503	0,263	Valid

Table 2. Variable Validity Test Results (X2)

Variable	rcount	rtable	Description
1	0,383	0,263	Valid
2	0,513	0,263	Valid
3	0,790	0,263	Valid
4	0,807	0,263	Valid
5	0,689	0,263	Valid
6	0,349	0,263	Valid
7	0,550	0,263	Valid
8	0,793	0,263	Valid
9	0,475	0,263	Valid
10	0,532	0,263	Valid

Table 3. Variable Validity Test Results (X3)

Variable	r _{count}	r _{table}	Description
1	0,377	0,263	Valid
2	0,441	0,263	Valid
3	0,766	0,263	Valid
4	0,763	0,263	Valid
5	0,576	0,263	Valid
6	0,466	0,263	Valid
7	0,543	0,263	Valid
8	0,763	0,263	Valid
9	0,394	0,263	Valid
10	0,507	0,263	Valid

Table 4. Variable Validity Test Results (Y)

Variable	r _{count}	r _{table}	Description
1	0,318	0,263	Valid
2	0,476	0,263	Valid
3	0,825	0,263	Valid
4	0,824	0,263	Valid
5	0,661	0,263	Valid
6	0,476	0,263	Valid
7	0,533	0,263	Valid
8	0,824	0,263	Valid
9	0,502	0,263	Valid
10	0,536	0,263	Valid

Based on tables 1 to 4, all statements in each variable have a coreccted item correlation (r_{count}) value greater than r_{table}.

Reliability Test

Instrument consistency portrays the perseverance of the evaluating instrument utilized. A surveying instrument is said to have high resolute quality or can be relied on for the off chance that the instrument is steady, so it will overall be depended on (steadfastness) and can be utilized to foresee (consistency). The Cronbach Alpha technique was used for the reliability test in this assessment. Unwavering quality is measured by the degree to which reevaluation estimates yield consistent results. The made alpha coefficient determines if the data is trustworthy; data that is almost 1 (one) is considered to have high constancy. A

Cronbach Alpha coefficient respect that is near 1 show that the outcomes are seriously obvious, so they are said to have high steadfast quality. The data ought to be accurate if the base Cronbach's esteem for the Cronbach's alpha coefficient is 0.60. The SPSS program was used in this audit for the resolute quality test.

Table 5. Variable Reliability Test

Variable	Cronbach's Alpha	N of Items	Reabilitas Status
X ₁	0,818	10	Reliabe 1
X ₂	0,802	10	Reliabe 1
X ₃	0,794	10	Reliabe 1
Y	0,827	10	Reliabe 1

By contrasting the estimation results obtained utilizing Cronbach Alpha, every marker has an alpha norm of 0.6, and it is realized that every pointer has an alpha worth that is (>) more noteworthy than 0.6. Considering these outcomes, it tends to be reasoned that all signs of the factors utilized in the examination are proclaimed dependable or solid.

Hypothesis testing

The author will test all or part of the hypothesis during the evaluation of this data. Moreover, to make it simpler to assess this information, the creator searches for the necessary qualities utilizing PC programming, specifically the SPSS for Windows program, with the accompanying information results:

Table 6. Partial Test (t Test)

		UnstandardizedCoefficients		Standardized	t	Sig.
Model		B	Std. Error	CoefficientsBeta		
1	(Constant)	2.942	3.984		.739	.463
	Lingkungan kerja	.359	.083	.392	4.304	.000
	Pengalaman kerja	.328	.083	.338	3.930	.000
	Disiplin kerja	.306	.090	.325	3.382	.001

In view of the table above, the accompanying relapse condition can be made:

$$Y = a + b1X1 + b2X2 + b3X3 + \varepsilon$$
$$Y = 2.942 + 0.359X1 + 0.328X2 + 0.306X3 + \varepsilon$$

The condition above makes sense in that the workplace coefficient is positive, to be specific, 0.359; hence, the workplace variable impacts representative execution. Considering the situation, the work experience coefficient is positive, in particular 0.328. Hence, the work experience variable affects representative

execution. In view of the situation, the work discipline coefficient is positive, to be specific, 0.306. Consequently, the work discipline variable likewise impacts representative execution.

Hypothesis Testing with F Test

To see the results of how much influence the independent variables have on the dependent variables simultaneously (together) in this research, it can be explained in the table below:

Table 7. Simultaneous Test Results (F Test)

Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	58.417	3	19.472	40.282	.000 ^b
Residual	25.137	52	.483		
Total	83.554	55			

In the table above, it is very clearly seen that the Fcount esteem is 40.282 and the importance esteem is 0.000. It is realized that the Ftable worth with a 95% certainty level (α: 0.05) is 2.760. As a result, the fact that Fcount > Ftable (40,282 > 2.560) indicates that Ho rejects and accepts the hypothesis that Tanjungbalai City Education Service employees' performance is positively impacted by their work environment, work experience, and work discipline simultaneously.

Conclusion

The work environment partially has a positive effect on the performance of Tanjungbalai City Education Department employees. Work experience partially has a positive effect on the performance of Tanjungbalai Education Service employees. Work discipline partially has a positive effect on the performance of Tanjungbalai City Education Department employees. The work environment, work

experience and work discipline simultaneously have a positive influence on the performance of the Tanjungbalai City Education Department employees.

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