

The Influence Of Work Environment, Compensation And Working Discipline On The Performance Of ASN (State Civil Aparatus) In The Development Center Of Quality Assurance For Vocational Education Business And Tourism

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Abstract:

This study aims to analyze the influence of the work environment, compensation and work discipline on the performance of ASN (State Civil Apparatus) at the Center for Development of Quality Assurance for Vocational Education of Business and Tourism in Sawangan, Depok City. The sample obtained by the probably sampling method with simple random sampling, namely random sampling from the population because the population was considered homogeneous, and 53 respondents were selected as the sample. While the data analysis used in this research includes data quality test, classical assumption test, multiple linear regression analysis and hypothesis testing. The results of the t statistical test and f statistical test from the analysis and discussion of the research show that there is a positive and significant effect of the Work Environment, Compensation and Work Discipline on ASN Performance at the Center for Development Quality Assurance of Vocational Education Business and Tourism both partially and simultaneously.

Key Word: Work Environment; Compensation; Work Discipline; Performance

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I. Introduction

Performance is a general term used in part or all of the actions or activities of an educational organization / institution in a period with a reference to a number of standards such as past costs projected on the basis of efficiency, responsibility or management accountability and the sort. Performance is defined as an expression of ability based on knowledge, attitudes, skills and motivation to produce something^[26]. As for the effect of performance, apparatus performance is influenced by work discipline^[19].

Work Discipline is a tool used by managers to communicate with employees so that they are willing to change a behavior and as an effort to increase one's awareness and willingness to comply with all company regulations and prevailing social norms^[31].

Another thing that is very important is the compensation given, because basically working people also want to get money to meet their daily needs. Compensation is the entire remuneration received by an employee as a result of performing work in the company in the form of money or others, which can be in the form of salaries, wages, bonuses, incentives and other benefits such as health benefits, holiday allowances, food allowances, leave money and others^[37].

Another factor that also determines the performance of ASN is the Work Environment. The work environment is everything that is around the workers and which can affect him / her in carrying out the duties he or she is responsible for^[17]. To increase productivity, the work environment and work discipline greatly affect performance because a good work environment and a high level of discipline will create ease in carrying out tasks. The work environment itself consists of physical and non-physical work environments that are attached to employees so that it cannot be separated from efforts to develop employee performance.

This study tries to build a relationship between the three variables, namely: Compensation, Work Environment, and Job Satisfaction, by formulating the problem: do the work environment, compensation and work discipline have a positive and significant effect on the performance of ASN at the Centre for Quality Assurance Development in the Business and Tourism Sector Ministry of National Education and Culture, either simultaneously or partially?

II. Literature Review And Hypothesis Development

Theoretical Review

The work environment is very influential in the implementation of task completion. Based on the above statements, it can be concluded that the definition of the work environment is everything that is around the workers and which can affect them in carrying out their assigned tasks^[21]. Employees will be able to achieve maximum performance if they have high achievement motives. Motives for achievement that need to be owned by employees must be grown from within themselves and from the work environment. This is because the achievement motive that is grown from within itself will form a self-strength and if the work environment also supports it, performance achievement will be easier^[18]. The work environment is everything that is around the employee and which can affect him in carrying out the tasks assigned to him^[26].

Compensation is all income in the form of money, direct or indirect goods received by employees in return for services provided to the company^[8]. Compensation is any form of payment or compensation given to an employee and arises from the employee's job^[28]. Compensation is the entire remuneration received by employees as a result of carrying out work at the company in the form of money or other, which can be in the form of salaries, wages, bonuses, incentives and other benefits such as health benefits, holiday allowances, food allowances, leave money and others^[41].

Discipline is management action to enforce organization standards. This means that work discipline can be interpreted as the implementation of management to reinforce organizational guidelines^[15]. Work discipline is the awareness and willingness of a person to obey all company regulations and applicable norms^[9]. Work discipline is a tool used by managers to communicate with employees so that they are willing to change behaviors as an effort to increase one's awareness and willingness to comply with all company regulations and applicable norms^[31].

The notion of performance is the quality and quantity of work achieved by an employee in carrying out his duties in accordance with the responsibilities assigned to him^[16]. Performance is a description of the level of achievement of the implementation of an activity / program / policy in realizing the goals, objectives, mission and vision of an organization that are contained in the formulation of an organization's strategic planning^[4]. Performance is the result obtained by an organization, whether the organization is profit oriented and non-profit oriented which is generated over a period of time^[7]. Performance is a general term used for part or all of the actions or activities of an organization in a period with reference to a number of standards such as past or projected costs, on the basis of efficiency, responsibility or accountability, management and the like^[31].

Previous Research Results

Dian Hadri Prayitno^[24] with the title "The Influence of Work Environment, Work Discipline, and Compensation on Employee Performance at Fajar Berlian Tulungagung Cigarette Factory", research shows that the work environment, work discipline, and compensation together (simultaneously) have a positive effect. and significant to the employee's performance at Fajar Berlian Tulungagung Cigarette Factory.

Ni Made Diah Yudiningsih, Fridayana Yudiaatmaja, and Ni Nyoman Yulianthini^[40] with the title "Influence Work Environment and Work Discipline on ASN Performance at the Office of Agriculture and Animal Husbandry in Buleleng Regency. "The research shows that there is a positive effect of work environment and work discipline on ASN Performance in the Agriculture and Livestock Service Office of Buleleng Regency.

LDAM Wati, SW Utomo, and Farida Setyaningrum^[34] with the title "The Effect of Work Environment, Compensation and Work Discipline on Employee Performance of CV Madiun Garment", this study provides results that work environment, compensation and work discipline simultaneously have a significant effect on employee performance. CV Madiun Garment.

Oki P. Aji, Sri Suryoko, Agung Budiarmo^[1] with the title "The Effect of Work Environment, Work Discipline and Compensation on Employee Performance of PT. Masscom Graphy Semarang ", the research gives results that work environment, work discipline, and compensation have an effect on employee performance. The strength of the influence of work environment, work discipline and compensation on employee performance is strong.

Aditya W. D, Paulus K, Maria VJT^[32] with the title "The Impact of Work Environment on Employee Performance (Case Study at PT. Bank Artha Graha International TBK, Manado Branch Calaca)", the study gave results that the work environment had an effect on the performance of the employees of PT. Bank Artha Graha International TBK Manado, Calaca Branch.

A. Maddinsyah, Wahyudi^[33] with the title "The Effect of Compensation, Work Discipline and Work Environment on the Performance of Private University Lecturers in the KOPERTIS IV Region of Banten Province", the research gives results that compensation is reflected by the indirect financial dimension, work discipline as reflected by the preventive dimension, and the work environment which is reflected by the dimension of the relationship with co-workers together is proven to have a positive and significant effect on the

performance of the lecturers at Kopertis IV Private University in Banten Province as reflected by the research dimension, with a contribution value of 59%, while the remaining 41% influenced by other factors outside of compensation, work discipline, and work environment. The dominant variable affecting lecturer performance is compensation, which is reflected in the indirect financial dimension.

Lailatus Sakinah^[27] with the title "The Effect of Compensation, Motivation, and Work Environment on Employee Performance at PT Mitra Bahagia Citra Medika", the research gives the results that first, simultaneous and partial compensation has a positive and significant effect on employee performance of PT Mitra Bahagia Citra Medika. which means that if there is an increase in compensation, it will encourage an increase in performance employees. Second, motivation simultaneously and partially has a positive and significant effect on the employee performance of PT Mitra Bahagia Citra Medika, which means that if there is an increase in motivation, it will encourage an increase in employee performance. Third, the work environment simultaneously has a positive and partially insignificant effect on the employee performance of PT Mitra Bahagia Citra Medika, which means that if there is an increase in the work environment, it is not certain that it will encourage an increase in employee performance.

D. A Kustanto, Titik D.H^[12] with the title "The Effect of Compensation, Physical Work Environment and Work Discipline on Employee Performance of PT. Asuransi Jasa Indonesia Regional Yogyakarta ", the research gives the result that compensation variable, physical work environment variable, work discipline variable, compensation variable, work environment and work discipline have a significant effect on employee performance at PT. Insurance Services Indonesia.

M. W. Wibowo, Intan Adilla^[39] with the title "The Effect of Compensation, Work Discipline and Physical Work Environment on Employee Performance at Pos Kota Jakarta", research shows that compensation has a positive and significant effect on employee performance at Pos Kota Jakarta in 2017. This shows that the greater the compensation received by employees, the more employee performance will be. Work discipline has a positive and significant effect on employee performance at Pos Kota Jakarta. This shows that the more work discipline increases, the employee's performance will increase better than before. The physical work environment has a positive and significant influence on employee performance at Pos Kota Jakarta. This shows that the better the physical work environment in Pos Kota, the more employee performance will be.

Muliati^[20] with the title "The Effect of Compensation, Work Discipline and Work Environment on the Performance of ASN at the Highways Service Office of Central Sulawesi Province", the research gives results that compensation, work discipline and work environment simultaneously have a significant effect on the performance of ASN at Bina Marga Service Office of Sulawesi Province Middle.

Dori Mittra Candana^[5] with the title "The Effect of Work Discipline, Work Environment and Incentives on Employee Performance of PT. Incasi Raya Muaro Sakai, Pancung Soal Subdistrict, Pesisir Selatan Regency ", the research shows that together or simultaneously work discipline, work environment and incentives have a positive influence on employee performance at PT. Incasi Raya Muaro Sakai, Pancung Problem, Pesisir Selatan District.

Herlina Lusiana, Firdaus^[13] with the title "The Influence of Discipline and Work Environment on Employee Performance (Studies at PT. Tanjung Selatan Makmur Jaya Kalimantan Selatan)", research shows that work discipline and work environment simultaneously have a positive influence on employee performance in PT. South Tanjung Makmur Jaya, South Kalimantan.

Tri Widari^[35] with the title "The Effect of Discipline and Work Environment on the Performance of ASN (Study on Employees of the Yogyakarta Special Region Civil Service Agency / BKD DIY)", the research gives results that discipline, and work environment together have a positive effect on the performance of ASN BKD DIY.

Irhas Ivandhani Prasetya^[23] with the title "The Effect of Work Discipline, Motivation, Compensation and Work Environment on Employee Performance at the Regional Office of Revenue and Asset Management (DPPAD) of Central Java Province", the study gave results that work discipline, motivation, compensation, and the environment. work has a positive and significant effect on employee performance.

Gita Dea, Ocky Sundari, and Johnson Dongoran^[6] with the title "The Effect of Work Discipline and Work Environment on Employee Performance at PT. PLN (Persero) Central Java Distribution Main Unit and D.I Yogyakarta Customer Service Implementing Unit Salatiga ", this study provides the results that work discipline and work environment jointly affect the performance of employees of PT. PLN (Persero) Central Java Distribution Main Unit and D.I Yogyakarta Customer Service Implementation Unit Salatiga.

Putu Ayu Diah Juliarti, Anak Agung Putu Agung, and I Nengah Sudja^[10], with the title "Effect of compensation and work environment on employee performance with employee job satisfaction as an intervening variable", this study gave the results that compensation and work environment have an effect. positive and significant impact on employee performance and employee job satisfaction and the level of employee job satisfaction has a positive and significant effect on employee performance at PT. Paramitha Auto Graha (PAG Workshop). These findings provide an understanding, the more satisfied employee work by prioritizing

supervision and being supported by promotion opportunities, co-workers, and work alone can improve employee performance based on work quality, tenacity and work resilience, discipline and attendance, cooperation among colleagues, attention to safety, responsibility for the work and initiative / creativity that is owned.

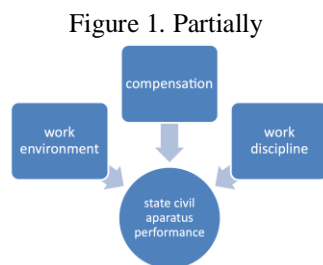
Abdul Raziq and Raheela Maulabakhsh^[25], with the title "Impact of working environment on job satisfaction", this study provides results that the work environment has a positive impact on employee job satisfaction. Poor working conditions restrict employees from displaying their abilities and reaching their full potential, so it is imperative for businesses to recognize the importance of a good work environment.

Ign. A. Wirawan Nugrohadi, Nurminingsih, Pujiwati^[22], with the title "The effect of work discipline and organizational culture on employee performance in type D general hospitals in DKI Jakarta (Study at Type D General Hospital in East Jakarta)", showed the results that Work discipline and organizational culture have a positive and significant influence on the performance of employees of the type D public hospital in East Jakarta because if the organizational culture weakens, the employee's performance will decline.

Anwar Prabu Mangkunegara and Abdul Waris^[14], with the title "Effect of training, competence, and discipline on employee performance in company (case study in PT. Asuransi Bangun Askrida)", this study shows the results that together the training variables, competence and discipline have a significant effect on the performance of the employees of PT. Asuransi Bangun Askrida with employee discipline variables that have a dominant influence than other variables.

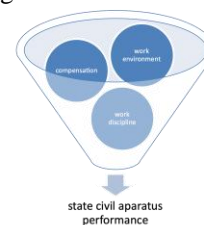
Adibah Abdul Kadir, Adnan Ali Hasan Humaid Alhosani, Fadillah Ismail, and Norseha Sehan^[11] with the title "The effect of compensation and benefits towards employee performance", this study shows the results that employee performance is very important in contributing to organizational success. To improve organizational performance must plan an effective strategy for employees. Compensation and allowances can help increase performance levels but there are other factors that contribute more to increasing performance levels. Organizations should focus on factors other than rewards such as a supportive and caring environment and good working conditions that allow employees to balance their personal and professional fields.

Framework



Source: Researcher Analysis (2020)

Figure 2. Simultaneously



Research Hypothesis Development

From the research framework above, several hypotheses can be drawn, in which the hypothesis itself according to Sugiyono^[29] is a temporary answer to the formulation of research problems, where the formulation of the research problem has been stated in the form of a question sentence. It is said temporarily, because the answers given are only based on relevant theories, not based on empirical facts obtained through data collection. So, the hypothesis can also be stated as a theoretical answer to the formulation of the research problem, not an empirical answer. So that the hypothesis that will be developed in this study are as follows:

H01 = $\beta_1 = 0$, there is no positive and significant effect of the Work Environment on the Performance of ASN BBPPMPV Business and Tourism

Ha1 = $\beta_1 \neq 0$, there is a positive and significant influence of the Work Environment on the Performance of ASN BBPPMPV Business and Tourism

H02 = $\beta_2 = 0$, there is no positive and significant effect of Work Compensation on the Performance of ASN BBPPMPV Business and Tourism

Ha2 = $\beta_2 \neq 0$, there is a positive and significant effect of Work Compensation on the Performance of ASN BBPPMPV Business and Tourism

H03 = $\beta_3 = 0$, there is no positive and significant effect of Work Discipline on the Performance of ASN BBPPMPV Business and Tourism

Ha3 = $\beta_3 \neq 0$, there is a positive and significant effect of Work Discipline on the Performance of ASN BBPPMPV Business and Tourism

H04 = $\beta_4 = 0$, there is no positive and significant effect of the Work Environment, Work Compensation and Work Discipline together on the Performance of ASN BBPPMPV Business and Tourism

Ha4 = $\beta_4 \neq 0$, there is a positive and significant influence on the Work Environment, Work Compensation and Work Discipline together on the performance of ASN BBPPMPV Business and Tourism

III. Research Methods

This research uses descriptive analysis and multiple regression analysis. There are 4 (four) variables analyzed, namely: work environment, compensation, and work discipline as independent variables and ASN performance as the dependent variable.

The number of employees was 201 people, and 53 people were taken as samples in this study using probably sampling with simple random sampling, which is random sampling from the population because the population is considered homogeneous. Meanwhile, according to Arikunto^[3] "if the subject is less than 100, it is better to take all of them so that the research is a population study, but if the number is greater than 10-15% or 20-25% or more will be taken".

Study Location

This is was the development center for vocational education quality assurance in the business and management sector is the technical implementation unit of the Ministry of Education and Culture of the Republic of Indonesia. Located in Sawangan, Depok City, West Java Province and takes research time from October to December 2020.

Operationalization of Variables

The operational variable table in this study is presented as follows:

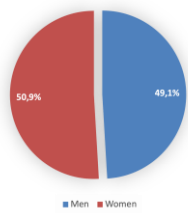
Table 1. Variable Operationalization

No.	Variable	Indicators	Questionnaire Number	Scale
1	Work Environment	1. Lighting 2. Air temperature 3. Noise 4. Job security 5. Employee relations	1 - 18	Likert
2	Compensation	1. Salary 2. Incentive 3. Allowance 4. Amenities	19 - 29	Likert
3	Work Discipline	1. Goals and abilities 2. Employee alert level 3. Adherence to work standards 4. Adherence to work regulations 5. Ethics	30 - 36	Likert
4	Performance	1. Understanding of work / competence 2. Quality / quantity of work 3. Planning 4. Initiative 5. Commitment 6. Problem solving / creativity 7. Teamwork / Cooperation 8. Ability to relate to other people 9. Communication (oral and written)	37 - 53	Likert

IV. Results

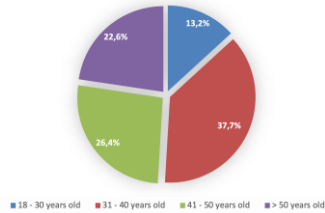
Respondent Profile

Figure 1. By Gender



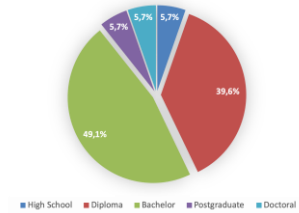
Source: Primary data processed

Figure 2. By Age



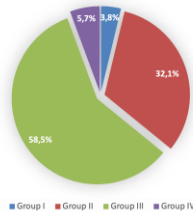
Source: Primary data processed

Figure 3. By Educational Background



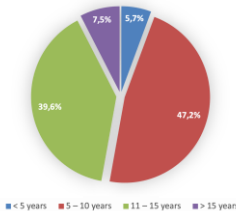
Source: Primary data processed

Figure 4. By Group



Source: Primary data processed

Figure 5. By Working Period



Source: Primary data processed

Hypothesis test

1. Hypothesis testing of work environment variables

Table 2. Hypothesis Test Results for Work Environment Variables

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	27.088	4.960		5.461	.000
	Work Environment	.543	.073	.720	7.406	.000

a. Dependent Variable: Aparatus Performance

Source: Primary data processed

Based on table 2 above, the following results are obtained: The t value for the Work Environment variable (7.406) is greater than the t table (1.674) or the sig value for the Work Environment variable (0.000) is smaller than alpha (0.05). Based on the results obtained, Ho rejects and accepts Ha for the Work Environment variable.

2. Hypothesis testing of compensation variables

Table 3. Results of the Compensation Variable Hypothesis Test

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	26.737	4.012		6.664	.000
	Compensation	.861	.093	.792	9.264	.000

a. Dependent Variable: Aparatus Performance

Source: Primary data processed

Based on table 3 above, the following results are obtained: The t value for the compensation variable (9,264) is greater than the t table (1,674) or the sig value for the compensation variable (0,000) is smaller than alpha (0.05). Based on the results obtained, Ho rejects and accepts Ha for the compensation variable.

3. Hypothesis testing of work discipline variables

Table 4. Hypothesis Test Results for Work Discipline Variables

Model		Coefficients ^a				
		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	38.283	3.687		10.383	.000
	Work Discipline	.997	.143	.698	6.969	.000

a. Dependent Variable: Aparatus Performance

Source: Primary data processed

4. Hypothesis testing of work environment variables, compensation and work discipline on ASN performance

Table 5. Hypothesis Test Results for Work Environment Variables, Compensation and Work Discipline on ASN Performance

ANOVA ^a						
Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	1619.750	1	1619.750	48.572	.000 ^b
	Residual	1700.702	51	33.347		
	Total	3320.453	52			

a. Dependent Variable: Aparatus Performance

b. Predictors: (Constant), Work Environment, Compensation, Work Discipline

Source: Primary data processed

Based on table 5 above, it is found that the calculated F value (48.527) is greater than the F table value (4.03) and sig. (0.000) is smaller than alpha 5% (0.05). This identifies that the research results reject Ho and accept Ha.

Results

The results of testing the first hypothesis (H1), it is proven that the work environment has a significant effect on ASN performance based on the research. Where in the t test, the t value for the Work Environment is 7.406, greater than the t table value of 1.674. In addition to the above, in the t test, the sig α result for the Work Environment variable is also 0.000 smaller than the alpha value of 0.05, based on the test results obtained, Ho rejects and accepts Ha, meaning that partially the Work Environment variable has a significant effect. ASN Performance at the Center for Development of Quality Assurance for Business and Tourism Vocational Education (BBPPMPV). Thus, the results of hypothesis testing carried out are in line with the results of research by Dian Hadri Prayitno ^[24], that the work environment has a positive and significant effect on employee performance at Fajar Berlian Tulungagung Cigarette Factory. Ni Made Diah Yudiningsih, Fridayana Yudiaatmaja, and Ni Nyoman Yulianthini ^[40], research shows that there is a positive effect of the work environment on ASN performance at the Buleleng Regency Agriculture and Livestock Service Office. LDAM Wati, SW Utomo, and Farida Setyaningrum ^[34], this study provides the results that the work environment has a significant effect on the employee performance of CV Madiun Garment.

The positive influence obtained from the results of these studies indicates a direct and positive influence between the work environment and employee performance. The more the work environment provides a sense of security, comfort and adequate facilities, the higher the employee's performance. While this significant influence shows that the work environment has a significant (meaningful) effect on employee performance. This indicates that the work environment fosters motivation or stimulates subordinates to achieve the specified goals in order to improve the performance of the entire organization.

The results of testing the second hypothesis (H2) show that compensation has a significant effect on ASN performance based on research. Where in the t test, the results of the t value for compensation are 9,264, which is greater than the t table value of 1.674. In addition to the above, in the t test, the sig α result for the compensation variable is also 0.000 smaller than the alpha value of 0.05, based on the test results obtained, reject Ho and accept Ha, meaning that partially the compensation variable has a significant effect on the performance of ASN at the Center for Development of Quality Assurance for Vocational Education (BBPPMPV) for Business and Tourism. Thus, the results of hypothesis testing carried out are in line with the results of research conducted by Lailatus Sakinah ^[27] showing that compensation simultaneously and partially has a positive and significant effect on the performance of employees of PT Mitra Bahagia Citra Medika. Then Devit Ardi Kustanto and Titik Desi Harsoyo ^[12] in their research found that compensation has a significant effect on employees at PT. Insurance Services Indonesia. Muliati ^[20] the results of her research analysis show that compensation has a significant effect on the performance of the Civil Service Organization of the Bina Marga

Office of Central Sulawesi Province. From this statement it can be seen that there is a relationship between compensation and performance.

The results of testing the third hypothesis (H3), it is proven that work discipline has a significant effect on ASN performance based on research. Where in the t test, the t value for Work Discipline is 6,969, which is greater than the t-table value of 1.674. In addition to the above, in the t test, the sig α result for the Work Discipline variable is 0.000 smaller than the α value of 0.05, based on the test results obtained, Ho is rejected, and Ha is accepted, meaning that partially the Work Discipline variable has a significant effect. ASN Performance at the Center for Development of Quality Assurance for Business and Tourism Vocational Education (BBPPMPV). Thus, the results of hypothesis testing carried out are in line with the results of research conducted by Dori Mittra Candana^[5] showing that there is a positive and significant effect of work discipline on the performance of employees of PT. Incasi Raya Muaro Sakai, Pancung Problem, Pesisir Selatan District. Meanwhile, research developed by Herlina Lusiana and Firdaus^[13] shows that there is a partial influence of work discipline on the performance of employees of PT. South Tanjung Makmur Jaya, South Kalimantan.

The results of testing the fourth hypothesis (H4), it is proven that the Work Environment, Compensation, and Work Discipline together or simultaneously have a significant effect on ASN performance based on the research results, where in the F test, the F results are calculated for the Work Environment, Compensation and Discipline variables Work jointly or simultaneously amounted to 28,708, greater than the F table of 4.03. In addition to the above, in the F test, the sig α results for the Work Environment, Compensation and Work Discipline variables are also 0,000, which is smaller than the α value of 0.05, based on the test results obtained then rejects Ho and accepts Ha, meaning that jointly or simultaneously the variables of Work Environment, Compensation, and Work Discipline have a positive and significant effect on ASN Performance at the Center for Development of Quality Assurance for Vocational Education (BBPPMPV) for Business and Tourism. Thus, the results of hypothesis testing carried out support previous research on the influence of the Work Environment, Compensation, and Work Discipline on ASN Performance, namely research conducted by Dian Hadri Prayitno^[24], resulting in the work environment, work discipline, and compensation together (simultaneous) has a significant positive effect on employee performance at Fajar Berlian Cigarette Factory in Tulungagung. LDAM Wati, SW Utomo, and Farida Setyaningrum^[34], found that the work environment, compensation and work discipline simultaneously had a significant effect on the employee performance of CV Madiun Garment. By ensuring a safe and comfortable work environment, it will influence subordinates to be motivated to work better by applying work discipline which will affect performance in the form of increased performance and achievement of organizational goals.

V. Conclusion

Based on the results of research data analysis on employees of the Center for Development of Quality Assurance for Business and Tourism Vocational Education (BBPPMPV) as described in the discussion above and the results of hypothesis testing that have been carried out, it can be concluded that there is a positive and significant influence on the work environment, compensation and work discipline on the performance of ASN at the Center for Quality Assurance for Business and Tourism Vocational Education, either partially or simultaneously.

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