

The Influence of Work Discipline, Work Ethics and Work Environment on Employee Performance at the Regional Company Pasar Horas Jaya, Pematangsiantar City

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ABSTRACT

This study aims to see the effect of work discipline, work ethic and work environment on employee performance, either partially or simultaneously at PD Pasar Horas Jaya, Pematangsiantar City. The type of research used is quantitative. The population in this study were employees of the PD Pasar Horas Jaya office, Pematangsiantar City, amounting to 31 people and the determination of the number of samples in this study was by the sampling method. The data source of this research is primary data by using research instrument in the form of a questionnaire. The data collection method used is survey research. This study uses multiple linear regression analysis for statistical analysis and the regression model has been tested first in the classical assumption test. The results of the study stated that the partial test showed that work discipline had a significant positive effect on employee performance at PD Pasar Horas Jaya Pematangsiantar City, the partial test showed that work ethic had a significant positive effect on employee performance at PD Pasar Horas Jaya Pematangsiantar and partially tested the work environment had a positive effect. significant effect on employee performance at PD Pasar Horas Jaya Pematangsiantar Together, work discipline, work ethic and work environment have a significant effect on employee performance at PD Pasar Horas Jaya Pematangsiantar.

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1. INTRODUCTION

Human Resources has a very strategic position in the organization. Employees always play an active and dominant role in every organizational or company activity because they are planners, actors, and determinants of the realization of organizational goals (Bukit, Malusa, & Rahmat, 2017, p. 2). The performance level of these employees can be seen from several things, namely by looking at discipline employees at work (Chodriyah, 2015) The importance of the role of HR who has the ability to regulate and control other factors of production. The success of an organization in achieving its goals is inseparable from the existence of human resources owned by the organization to help realize the goals of the organization itself (Sudaryana, 2020)

Employees who comply with regulations and have high discipline will create a more conducive company atmosphere so that it will have a positive impact on company activities. Therefore, every company has the hope that the company's employees can comply with the regulations that have been set so that they are able to have a competitive advantage in facing the globalization era, the information age in entering the industrial revolution 4.0

Work discipline is very important for agencies or companies to determine the company's ability to carry out its mission and achieve certain goals. Employee performance can be seen from the ability, skill, quality of work, quantity of work, time spent by employees to work, and work discipline. Work discipline determines the success of a company in achieving its goals. Employee work discipline can be seen from attendance during a certain period of time (Pramadita & Surya, 2015)

Work ethic describes an attitude that contains meaning as an evaluative aspect that is owned by an individual or group in providing an assessment of work activities. In Sinamo's view, the work ethic is a set of positive work behaviors that are rooted in strong cooperation, fundamental beliefs, accompanied by a total commitment to an integral work paradigm. A high work ethic should be owned by every employee because every organization really needs hard work and high commitment from every employee, otherwise it will be difficult for the organization to develop and win the competition in capturing its market share. Every organization that always wants to move forward, will involve members for its performance, including every organization must have a work ethic. Individuals or groups of people can be stated to have a high work ethic. (Jansen Sinamo, 2011). To achieve company goals as employees must have a good work ethic in PD Pasar Horas Jaya, Pematangsiantar City, some employees do not have a good work ethic so that employee performance is not optimal

The work environment is a very important component part when employees carry out work activities. By paying attention to a good work environment or creating working conditions that are able to provide motivation to work, it will have an influence on the enthusiasm or enthusiasm of employees at work. A good work environment can encourage employee performance, at PD Pasar Horas Jaya Pematangsiantar the work environment is not optimal so that employee performance PD Pasar Horas Jaya Pematangsiantar so that employee performance is less than optimal.

2. RESEARCH METHOD

Types of research

The research method used in this study is a quantitative research method. Arikunto (2006: 12) argues that quantitative research is a research approach that requires a lot of numbers, starting from data collection, interpretation of the data, and the appearance of the results.

Research sites

The location of this research was conducted at PD Pasar Horas Jaya Pematangsiantar City which is located at Jln Imam Bonjol No 1 Pematangsiantar City, North Sumatra Province, Indonesia. It will be held from 28 May – 28 June 2022

Research Population

According to Sekaran (2006: 121) Population refers to a group of people, events, or things of interest that researchers want to investigate. The population in the study is the area that the researcher wants to study. The population in this study were all employees at PD. Pasar Horas Jaya Pematangsiantar, it can be seen from the following table:

Table 1.PD. Pasar Horas Jaya Pematangsiantar Employee Data

No	Employment status	Amount
1.	Permanent employee	23
2.	Freelance	59
2.	Honor	19
Amount		101

Source: Secondary Data of PD Pasar Horas Jaya Pematangsiantar2022

Research Sample

According to Sugiyono (2013: 120) the sample is part of the number and characteristics possessed by the population. The sample in this study were employees at PD Pasar Horas Jaya Pematangsiantar.

In determining the sample used in this study is probability sampling. Probability sampling is a sampling technique that provides equal opportunities for each element (member) of the population to be selected as a member of the sample. The reason the researcher chose probability sampling is because it does not require a sample frame in selecting research samples, it does not require large amounts of time, effort and money. Meanwhile, in determining the sample taken in this study is to use the slovin formula with an error rate of 15% with a significance of 85% as follows:

$$n = \frac{N}{1 + ne^2}$$

Where:

n = Sample size

N = Population

e = Level error tolerance

$$n = N / (1 + Ne^2) = 101 / (1 + 101 \times 0.15^2)$$

$$= 101 / (1 + 101 \times 0.0225) = 101 / (1 + 101 \times 0.0225)$$

$$= 101 / 1.22725$$

$$= 101 / 3.2725$$

$$= 30.86$$

$$= 31$$

Based on the calculation above, the representative sample size required by the researcher is 31 people with an error rate of 15% of the total population. The researcher chose an error tolerance rate of 15% because the company only gave the researcher a short amount of time and the respondents had limited time. For this reason, the researcher decided to take an error tolerance of 15% with a sample of 31 people. The sampling technique taken in this study was using a random sampling technique.

Method of collecting data

Data collection methods are methods used to collect data and other information in research. The types of data collection methods in this study are as follows:

a. Questionnaire / Questionnaire

Based on the suitability between the level or scale of measurement and the data collection method, the instrument used in this study was a questionnaire. Data collection was carried out by distributing questions arranged in a collection to the respondents. The form of the questionnaire is closed in that the respondent is given alternative answer choices for each question. All variables will be measured using the LIKERT scale:

STS = Strongly disagree

TS = Don't agree

N = Neutral

S = Agree

SS = Strongly agree

3. RESULTS AND DISCUSSIONS

Overview of PD Horas Jaya Market, Pematangsiantar City

The Horas market that we know today is estimated to have been established since the Dutch colonial era around the 1900s, which is still a traditional market which is a trading center because of its very supportive position in the middle of the city center. And according to several sources of information that we can obtain in the field as well as interviews with several people who we think know a little about the Horas Market History, it used to be called or was named the term "Pajak"...which means Market or a place where traders and buyers meet.

In 1980 there was a fire that completely devoured the building, at that time the building was still in the form of booths and small tents, so the Pematangsiantar City Government led by Mayor Mr. M.J. Sihotang (1979-1984) rebuilt the burnt market, and traders were relocated to the Dwikora Pargulung Market which at that time was called "New Tax". Then in 1983, after the market that had been on fire had been completed, it was passed through the DPR Plenary Meeting which at that time was chaired by Mr. Lt. Col. Suparmin and attended by SKPD officials at that time. In the trial there

was a debate to determine the name of the market, **Healthy and Prosperous Traders and Healthy and Prosperous Government**)

To be precise, on December 31 2014 Horas Market which was previously managed by the Pematangsiantar City Market Service ended, and on January 1 2015 a special agency was formed to manage Horas Market under the name Horas Jaya Market Regional Company (PDPHJ) through:

1. Pematangsiantar City Regional Regulation No. 5 of 2014 concerning Pasar Horas Jaya Regional Company.
2. Pematangsiantar City Regional Regulation No. 8 of 2014 concerning PD Equity Participation. Horas Jaya Market.

PD Pasar Horas Jaya was formed with the intention of assisting the Regional Government in creating jobs and improving people's welfare. PD Pasar Horas Jaya aims to encourage the development of regional development and economy as well as to support an increase in Regional Original Income both from extracting and exploiting regional potential as well as those originating from business development outside the region.

Characteristics of Respondents and Distribution of Respondents

Table 2. Research Sample Data

No	Information	Amount	Percentage
1	The number of questionnaires distributed	31	100%
2	Number of questionnaires that did not return	0	0%
3	The number of questionnaires that are not processed	0	0%
4	The number of questionnaires that can be processed	31	100%

Source: PD. Pasar Horas Jaya Pematangsiantar Secondary Data 2022

Characteristics of Respondents Based on Gender

Table 3.Data Based on Gender

No	Gender	Amount	Percentage
1	Man	15	48.39%
2	Woman	16	51.61%
Total		31	100%

Source: PD. Pasar Horas Jaya Pematangsiantar Secondary Data 2022

The results from Figure 3 above show that as many as 15 or 48.39% of the respondents were male, and the remaining 16 or 51.61% of respondents are of the same type female genital. The graph above explains that in PD. Horas Jaya Market, Pematangsian City, the majority of employees most of them are female. It is in due to the type of work contained in PD. Horas Jaya Market, Pematangsiantar City is a job that does not require a lot of manpower large enough

Characteristics of Respondents by Age

Table 4. Characteristics of Respondents by Age

No	Age	Amount	Percentage
1	20-25 Years	3 people	9.7 %
2	26-30 Years	7 people	22.5%
3	31-35 Years	6 people	19.4%
4	36-40 Years	4 people	12.9%
5	41-45 Years	6 people	19.4%
6	46-50 Years	5 people	16.1%
Total		31	100%

Source: PD. Pasar Horas Jaya Pematangsiantar Secondary Data 2022

The results from table 4 above show that age PD. Pasar Horas Jaya respondents, Pematangsiantar City with the age range between 20-25 years as many as 3 respondents or equal 9.7%, respondents with an age range of 26-30 years were 7 respondents or by 22.5%, while respondents with age range 31-35 years as many as 6 respondents or 19.4% of respondents with an age range of 36-40 years as many as 4 respondents or 12.9%. Respondents with an age range of 41-45 years were 6 people or 19.4%, respondents with an age range of 45-50 years were 5 people or 16.1% This shows that PD. Pasar Horas Jaya Pematangsiantar City is dominated by employees with an age range of 26-30 years.

Characteristics of Respondents Based on Education

Table 5. Characteristics of Respondents Based on Last Education

No	Education	Amount	Percentage
1.	Equivalent High School	18	58.1%
2.	S-1	11	35.5%
3.	S-2	2	6.4%
Total		31	100%

Source: PD. Pasar Horas Jaya Pematangsiantar Secondary Data 2022

The results from the table above obtained information that the minority respondents from PD. high school/equivalent level as many as 18 respondents or 58.1%. This shows that PD. Pasar Horas Jaya, Pematangsiantar City is dominated by employees with high school education/equivalent. This is due to the type of work in PD. Pasar Horas Jaya apart from requiring competence in the field of analysis, work that is more dominating is field work.

Characteristics of Respondents Based on Position

The following is a table of job categories in PD. Pasar Horas Jaya, Pematangsiantar City.

Table 6. Characteristics of Respondents Based on Position

No	Position	Amount	Percentage
1	Head of Finance Department	1 person	3.2%
2	Head of General Affairs	1 person	3.2%
3	Head of Horas Market	1 person	3.2%
4	staff	28 People	90.4%
Total		31	100%

Source: PD. Pasar Horas Jaya Pematangsiantar Secondary Data 2022

The results of table 6 provide information that there are several kinds of rank positions in PD. Horas Jaya Market, Pematangsiantar City. PD. Pasar Horas Jaya Pematangsiantar City is a regional company managed by the Pematangsiantar City Government Service in the form of a BUMD and is not a company consisting of Civil Servants (PNS) even though it is under the auspices of the local government. For this reason, PD. Pasar Horas Jaya Pematangsiantar City has several positions, namely head of the financial section as much as 1 person or with a percentage of 3.2%, head of the general section as much as 1 person or with a percentage of 3.2%, head of the Horas market as much as 1 person or with a percentage of 3.2% and staff as many as 28 people or with a percentage of 90.4%.

Characteristics of Respondents Based on Length of Work

Table 7. Characteristics of Respondents Based on Length of Work

No	Length of work	Amount	Percentage
1	< 1 year	3 people	9.7%
2	1-4 Years	6 people	19.34%
3	5-10 Years	17 People	54.83%
4	11-15 Years	5 People	16.13%
	Totala	31	100%

Source: PD. Pasar Horas Jaya Pematangsiantar Secondary Data 2022

Results and Discussion

Validity Test Results

The validity test is used to measure the validity of a measurement instrument used, meaning that it is able to express something that will be measured by the questionnaire (Ghozali, 2011).

The validity test was carried out using Person Correlation, namely by looking at the correlation between the scores of each item in the questionnaire and the total score to be measured. Score the total item with the sum of all items. Testing the validity of the instrument was carried out using SPSS Statistics version 22.0 with the following criteria:

- If $r_{count} > r_{table}$, then the question is declared valid.
- If $r_{count} < r_{table}$, then the question is declared invalid.

Work discipline validity test results

Table 8. The results of the validity test of work discipline variables

statement	Person Corelation (r_{count} with r_{table})	Conclusion
Point 1	0.525 > 0.355	Valid
Item 2	0.4840 > 0.355	Valid
Item 3	0.444 > 0.355	Valid

statement	Person Corelation (r count with r table)	Conclusion
Item 4	0.431 > 0.355	Valid
Item 5	0.559 > 0.355	Valid
Item 6	0.664 > 0.355	Valid
Item 7	0.462 > 0.355	Valid
Item 8	0.702 > 0.355	Valid
Item 9	0.485 > 0.355	Valid
Item 10	0.413 > 0.355	Valid
Item 11	0.362 > 0.355	Valid
Item 12	0.481 > 0.355	Valid
Item 13	0.466 > 0.355	Valid
Item 14	0.658 > 0.355	Valid
Item 15	0.402 > 0.355	Valid
Item 16	0.523 > 0.355	Valid

Source: Research results, 2022 (Data processed SPSS 22.0)

Based on table 8 the results of the work discipline variable validity test by displaying all items it can be concluded that the value of r count > r table (0.355) then all items are declared valid

Ethos Variable Validity Test Results

Table 9. Work ethic validity test results

statement	Person Corelation (r count)	Conclusion
Point 1	0.704 > 0.355	Valid
Item 2	0.494 > 0.355	Valid
Item 3	0.692 > 0.355	Valid
Item 4	0.643 > 0.355	Valid
Item 5	0.789 > 0.355	Valid
Item 6	0.841 > 0.355	Valid
Item 7	0.693 > 0.355	Valid

Source: Research results, 2022 (Data processed SPSS 22.0)

Based on table 9 the results of the work ethic variable validity test by displaying all items it can be concluded that the value of r count > r table (0.355) then all items are declared valid

Work Environment Validity Test Results

Table 10. Work environment validity test results

statement	Person Corelation (r count)	Conclusion
Point 1	0.506 > 0.355	Valid
Item 2	0.358 > 0.355	Valid
Item 3	0.583 > 0.355	Valid
Item 4	0.693 > 0.355	Valid
Item 5	0.589 > 0.355	Valid
Item 6	0.789 > 0.355	Valid
Item 7	0.744 > 0.355	Valid
Item 8	0.650 > 0.355	Valid
Item 9	0.807 > 0.355	Valid
Item 10	0.787 > 0.355	Valid
Item 11	0.771 > 0.355	Valid

Source: Research results, 2022 (Data processed SPSS 22.0)

Based on table 10 the results of the work environment variable validity test by displaying all items it can be concluded that the value of r count > r table (0.355) then all items are declared valid

Employee Performance Validity Test Results

Table 11. Performance Validity Test Results

statement	Person Corelation (r count)	Conclusion
Point 1	450 > 0.355	Valid
Item 2	445 > 0.355	Valid
Item 3	432 > 0.355	Valid
Item 4	642 > 0.355	Valid

statement	Person Corelation (r count)	Conclusion
Item 5	736 > 0.355	Valid
Item 6	683 > 0.355	Valid
Item 7	385 > 0.355	Valid
Item 8	705 > 0.355	Valid
Item 9	626 > 0.355	Valid
Item 10	576 > 0.355	Valid

Source: Research results, 2022 (Data processed SPSS 22.0)

Based on table 11 the results of the validity test of employee performance variables by displaying all items it can be concluded that the value of r count > r table (0.355) then all items are declared valid

Reliability Test

Reliability test is a tool for measuring a questionnaire which is an indicator of a variable or construct. A questionnaire is said to be reliable or reliable if one's answers to the questions are consistent or stable from time to time. Reliability measurement is done by testing the Cronbach Alpha statistic. Questionnaire items are said to be reliable (proper) if Cronbach's alpha > 0.06 and are said to be unreliable if Cronbach's alpha < 0.06. Ghazali (2012:47).

Basis for decision making In reliability measurement, if reliability has a value of less than 0.6 it is not good, whereas if it has a value of more than 0.6 it is good and acceptable

Table 12. Reliability test results

Variable	Cronbach's Alpha	N Of Items	Information
Discipline	0.794	16	Reliable
ethos	0.820	7	Reliable
Environment	0.875	11	Reliable
Performance	0.772	10	Reliable

Source: Research results, 2022 (Data processed SPSS 22.0)

Based on table 12 the results of the reliability test show that the value of Cronbach's Alpha for all independent variables X1, X2, X3 and the Dependent Variable Y has a value greater than 0.6. This shows that all statements on each variable in this study can be said to be reliable and reliable so that they can be used in further research.

Data analysis

Normality test

The purpose of doing the normality test is to find out whether in the regression model the dependent variable and independent variable both have a normal distribution or not. A good regression model is a normal data distribution or at least close to normal. To detect normality, we can use graphical analysis of the normal PP plot of regression standardized residual. Detection by looking at the spread of data (points) on the diagonal axis of the graph.

The basis for decision making from the chart analysis is:

- If the data spreads around the diagonal line and follows the direction of the diagonal line, then the regression model meets the normality assumption.
- If the data spreads away from the diagonal line or does not follow the direction of the diagonal line, then the regression model does not meet the normality assumption.

The columnogorov-Smirnov normality test is part of the classic assumption test. The normality test aims to determine whether the residual values are normally distributed or not. A good regression model, a good regression model, has residual values that are normally distributed.

Basis for decision making

- If the significance value is > 0.05, then the residual value is normally distributed
- If the significance value is < 0.05, then the residual value is not normally distributed

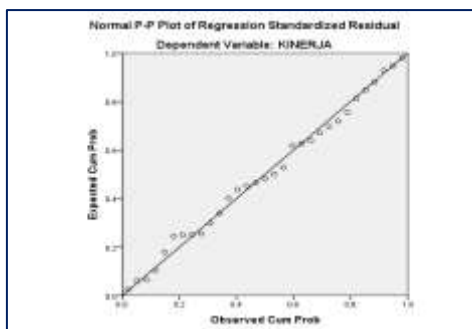


Figure 1.Normality Test Results Using P-Plot

Source: Research results, 2022 (Data processed SPSS 22.0)

Based on Figure 4.2 on the normality test above, it can be seen that the distribution of the data is around the diagonal line and follows the diagonal direction line, thus the regression model is normally distributed or meets the normal assumption requirements

Table 13.Results of the Kolmogorov-Smirnov Normality Test on Discipline, Ethics and Environment on Employee Performance

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residuals
N		31
Normal Parameters, b	Means	.0000000
	std. Deviation	2.25302874
Most Extreme Differences	absolute	.072
	Positive	.051
	Negative	-.072
Test Statistics		.072
asymp. Sig. (2-tailed)		.200c,d

- a. Test distribution is Normal.
- b. Calculated from data.
- c. Lilliefors Significance Correction.
- d. This is a lower bound of the true significance.

Source: Research results, 2022 (Data processed SPSS 22.0)

Based on the columnoggorov-smirnov normality test in table 4.12, it is known that the significance value is $0.200 > 0.05$, it can be concluded that the residual values are normally distributed.

Heteroscedasticity test

The heteroscedasticity test aims to determine whether in the regression model there is an inequality of variance from one residual observation to another. One way to approach heteroscedasticity is to look at the scatter plot between the predicted value of the dependent variable (ZPRED) and its residual (SRESID).

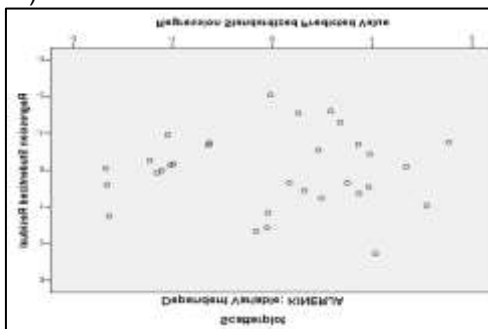


Figure 2.Heteroscedasticity Test Results With Scatter Plots $X_1, X_2, X_3 \rightarrow Y$

Source: Research results, 2022 (Data processed SPSS 22.0)

Based on Figure 2 of the heteroscedasticity test above, it can be seen that the dots spread above and below the number 0 on the Y axis. The dots do not cluster above and below and do not form a specific pattern so that it can show that there are no symptoms of heteroscedasticity in the model.

Multiple Liner Regression Test Results

Table 14. Multiple Liner Regression Test Results

Model		Unstandardized Coefficients		Standardized Coefficients	Q	Sig.
		B	std. Error	Betas		
1	(Constant)	9.111	4,991		1825	079
	DISCIPLINE	.160	.078	.240	2043	051
	ethos	1,774	.506	1,584	3,504	002
	ENVIRONMENT	-.671	.317	-.946	-2,118	043

a. Dependent Variable: PERFORMANCE

Based on table 14 the results that have been obtained from the regression coefficients, it can be done in the form of the regression equation as follows: $Y = a + b_1 X_1 + b_2 X_2 + b_3 X_3 + e$
Then $Y = 9.111 + 0.160 X_1 + 1.774 X_2 + (-0.671) X_3 + e$

The multiple linear regression equation model of the results of the analysis can be interpreted as follows

- The constant value (a) indicates the performance value (Y). The ethical and environmental discipline variables are stated to be constant with a performance value of 9,111
- The regression coefficient of the discipline variable (X1) has a positive value of 0.160. This coefficient states that there is a positive influence between discipline and employee performance if the better the work discipline, the better the employee performance of PD Pasar Horas Jaya Pematangsiantar
- The regression coefficient of the ethos variable (X2) is positive, namely 1,774. This coefficient states that there is a positive influence between work ethic and employee performance, if the higher the work ethic, the higher the employee performance.
- The regression coefficient of the environment variable (X3) is negative, i.e. -0.671, indicating that there is no positive effect between the environment and performance.

Determination Coefficient Test (R²)

The magnitude of the coefficient of determination (R²) is between 0 and 1 or $0 < R^2 < 1$

According to Chin (1998), the value of R Square is categorized

- Strong if more than 0.67.
- Moderate if more than 0.33 but lower than 67, and
- Weak if more than 0.19 but lower than 0.33

Table 15. Table of Test Results for the Coefficient of Determination Test (R²)

Summary models

Model	R	R Square	Adjusted R Square	std. Error of the Estimate
1	.830a	.689	.655	2,375

a. Predictors: (Constant), ENVIRONMENT, DISCIPLINE, ETOS

Based on table 15 above, the results obtained from the coefficient of determination test are as follows:

- R shows a correlation regression value of 0.830, meaning that the contribution of ethos and work environment discipline is 83% to influence employee performance at PD Pasar Horas Jaya, Pematangsiantar City
- The coefficient of determination value (R²) obtained a value of 0.68.9 meaning that 68.9% of the discipline variables (X1) ethos (X2) and environment (X3) can explain the performance

variable (Y) at PD Pasar Horas Jaya Kaota Pematangsiantar while the remaining 31, 1% is explained by other variables in this study

- c. The Adjusted R Square value is 0.655 so that it can be explained that 65.5% of the variable variations, namely ethos and environmental discipline, can affect employee performance at PD Pasar Horas Jaya, Pematangsiantar City, while the remaining 35.5% is influenced by other variables outside of this study.

From the data above, there is an R Square value of 0.689, which means that the influence of discipline (X1) ethos (X2) and the environment (X3) on performance (Y) at PD. Pasar Horas Jaya Pematangsiantar City is 68.9% and is in the strong category because more than 0.67 According to Chin (1998)

Hypothesis testing

T Test (Partial)

This test was conducted to determine the influence of work discipline variables, work ethic and work environment individually on employee performance variables. This test is carried out by comparing the t obtained from the calculation with the t value in the t table with an error rate () of 5% and the formula $t \text{ table} = t (\alpha/2 ; nk-1) = t (0.05/2 ; 31 - 3 - 1) = t (0.025 : 27) = 2.052$

Table 16. Hypothesis Test Results I

Coefficientsa

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	std. Error	Betas		
1	(Constant)	17,977	6,898		2,606	.014
	DISCIPLINE	.349	.105	.524	3,310	.003

a. Dependent Variable: PERFORMANCE

Hypothesis I work discipline (X1)

From the results of the partial test (t test) it was found that the discipline variable has a t value of 3,310 > t table 2,052 with a significance value of 0.03 < 0.05 then H0 is rejected, Ha is accepted meaning that there is a significant influence between work discipline on employee performance

Table 17. Hypothesis Test Results II

Coefficientsa

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	std. Error	Betas		
1	(Constant)	16,192	3,884		4,169	.000
	ethos	.855	.134	.763	6,361	.000

a. Dependent Variable: PERFORMANCE

Hypothesis II work ethic (X2)

From the results of the partial test (t test) it was found that the ethos variable has a t value of 6,361 > t table 2,052 with a significance value of 0.00 < 0.05 then H0 is rejected, Ha is accepted meaning that there is a significant influence between work ethic on employee performance

Table 18. Results of Hypothesis Testing III

Coefficientsa

Model		Unstandardized Coefficients		Standardized Coefficients	Q	Sig.
		B	std. Error	Betas		
1	(Constant)	19,273	4,300		4,482	.000
	ENVIRONMENT	.484	.096	.682	5025	.000

a. Dependent Variable: PERFORMANCE

Working hypothesis III (X3)

From the results of the partial test (t test) it is found that the environment variable has a t value of 5.025 > t table 2.052 with a significance value of 0.00 < 0.05 then H0 is rejected, Ha is accepted

meaning that there is a significant influence between the work environment on employee performance

F Test Results (Hypothesis Four Test)

This test is used to determine how much the variables of work discipline, work ethic and work environment together influence employee performance variables. Analysis of the f test is done by comparing f count and f table, with the formula $f_{table} = f(k; nk) = f(3; 31-3) = f(3; 28)$ = in order to get the crisis value. Information k = number of independent variables n = number of research samples. The alpha value used in this study is 0.05. Where the decision-making criteria used are as follows:

- If $f_{count} > f_{table}$ or $Sig < 0.05$ then: H_0 is rejected, H_a is accepted, meaning that there is a simultaneous influence between work discipline, work ethic and work environment on employee performance.
- If $f_{count} < f_{table}$ or $Sig > 0.05$ then: H_0 is accepted, H_a is rejected, meaning that there is no simultaneous influence between work discipline, work ethic, and work environment on employee performance

Table 19. Results of the IV Simultaneous Hypothesis Test

ANOVAa

Model		Sum of Squares	Df	MeanSquare	F	Sig.
1	Regression	338,103	3	112,701	19,982	.000b
	residual	152,284	27	5,640		
	Total	490,387	30			

a. Dependent Variable: PERFORMANCE

b. Predictors: (Constant), ENVIRONMENT, DISCIPLINE, ETOS

Table 19 above shows that F count is 19.982 > F table 2.95 with a significant value of 0.00 < 0.05, then H_0 is rejected, H_a is accepted, meaning that there is a simultaneous influence between work discipline, work ethic and work environment on employee performance.

Discussion

The Effect of Work Discipline on Employee Performance at Horas Jaya Market, Pematangsiantar

The first hypothesis testing states that work discipline has a significant effect on employee performance at PD Pasar Horas Jaya Pematangsiantar. This is proven where t count 3.310 > t table 2.052 with a significance value of 0.00 < 0.05. This research is supported by previous researchers entitled Analysis of the Influence of Work Discipline on Employee Performance at Pt Pelabuhan Indonesia IV (Persero) Makassar 2017 by R. Sati Vidia Febrianti. S. The results of the study show that work discipline has a positive and significant effect on employee performance.

The Effect of Work Ethics on Employee Performance at PD Pasar Horas Jaya Pematangsiantar

Testing the second hypothesis states that work ethic has a significant effect on employee performance at PD Pasar Horas Jaya Pematangsiantar. This is proven where t count is 6,361 > t table is 2,052 with a significance value of 0.00 < 0.05. This research is supported by previous researchers entitled The Influence of Work Ethics on Employee Performance at Pt Pos Indonesia East Jakarta Youth Branch 2019, Suparman Hi Lawu, Agus Suhaila, Riris Lestiowati. The results showed that work ethic has a positive and significant effect on employee performance.

The Influence of the Work Environment on Employee Performance at Horas Jaya Market, Pematangsiantar

Testing the third hypothesis states that work environment has a significant effect on employee performance at PD Pasar Horas Jaya Pematangsiantar. This is proven where t count 5.025 > t table 2.052 with a significance value of 0.00 < 0.05. This research is supported by previous researchers The Influence of the Work Environment on Employee Performance at Pt Super Setia Sagita Medan 2019 by Ronal Donara Sihalo and Hotlin Siregar. The results showed that the work environment has a positive and significant effect on employee performance

The Effect of Work Discipline, Work Ethics and Work Environment on Employee Performance at Horas Jaya Market, Pematangsiantar

Testing the fourth hypothesis states that ethos and environmental discipline work has a significant effect on employee performance at PD Pasar Horas Jaya Pematangsiantar. This is proven where $F_{\text{Count}} 19.982 > F_{\text{table}} 2.95$ with a significant value of $0.00 < 0.05$

4. CONCLUSION

Based on the results of the research and discussion described in the previous chapter, it was concluded that in the first hypothesis it was concluded that work discipline has a significant effect on performance employee at PD Pasar Horas Jaya Pematangsiantar. In the second hypothesis, it is found that work ethic has a significant effect on performance employee at PD Pasar Horas Jaya Pematangsiantar. In the third hypothesis, it is found that work discipline has a significant effect on employee performance at PD Pasar Horas Jaya Pematangsiantar. On the fourth hypothesis simultaneously, work discipline variables work ethic and work environment have a significant effect on performance employee at PD Pasar Horas Jaya Pematangsiantar

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