Original Research

Work Environment, Work Motivation and Work Discipline on Employee Performance at PT. Rocky Fast Cruise

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Article Info	Abstract
	Introduction: This study aims to determine the effect of the work environment, work motivation, work discipline partially and simultaneously on employee performance. The sample in this study were 49 people. *Methods:* Data analysis techniques using validity test, reliability test, classic assumption test, multiple linear regression analysis, coefficient of deattermination test, F test and t test. From the research results,
	Results: This research showed the work environment has a significant positive effect on employee performance, work motivation has a significant positive effect on employee performance, work discipline has a significant positive effect on employee performance and work environment, work motivation and work discipline have a significant effect on employee performance. The magnitude of the influence of independent variables on employee performance is 54,8 %. The advice that can be given by researchers is that Telkom Kandatel Denpasar Utara is expected to be PT. Rocky Fast Cruise is expected to create a decent and comfortable work environment, reward employees who excel, and always be firm in applying work discipline

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INTRODUCTIONS

Employee performance is a result achieved by the employee in his work according to the criteria that apply to a job. The reason is, if the performance of employees in the company is not good, it will affect the development and progress of the company. According to (Dewi & Setiawan, 2022) performance is the result of the work achieved by an employee while he is working and the results of the employee's work must be able to be shown and accounted for with

certainty in accordance with the employee's behavior within the company. Employee performance can also be interpreted as the quality and quantity of work results achieved by employees in carrying out their duties in accordance with the responsibilities given to them (AA. Anwar Prabu Mangkunegara, 2014). This has been proven by previous researcher Nunu Nurjaya (2021). From this research, it is known that work discipline, work environment, work motivation have a positive and significant effect on employee performance. So that employee performance is always consistent, the company must at least always pay attention to the work environment, work motivation and work discipline.

The work environment is an important factor in creating employee performance. According to Herman Sofyandi, 2008 defines "The work environment as a series of factors that influence the performance of human resource management functions/activities which consist of internal factors originating from within the organization". It can be concluded that the environment is all the elements that influence a person in doing something related to managerial activities in an organization, both physical and non-physical. In the description above, it can be seen that there is an influence between the work environment and employee performance. This has been proven by

previous researchers Yuliya Ahmad, Bernhard Tewal, Rita N. Taroreh (2019) that the work environment has a positive and significant effect on employee performance.

Apart from the work environment, what must also be considered is work motivation. According to Hasibuan (Hasibuan, 2011) stated "motivation is the provision of driving force that creates enthusiasm for someone's work, so that they want to collaborate, work effectively, and integrate with all their efforts to achieve satisfaction". According to (Afandi, 2018) motivation is a desire that arises from within a person or individual because he is inspired, encouraged and encouraged to carry out activities with sincerity, joy and sincerity so that the results of the activities carried out are good and of good quality. This has been proven by previous researcher Pupung Purnamasari (2022) that work motivation has a positive and significant effect on employee performance.

The factor that must be considered after the work environment and work motivation so that employee performance is always consistent is work discipline. According to Siswanto (2013) states that "work discipline is an attitude of respect, appreciation, obedience and obedience to applicable regulations both written and unwritten and being able to carry them out and not avoiding receiving sanctions if he violates the duties and authority given

to him" while according to Hasibuan (Hasibuan, 2011) that "discipline is a person's awareness and willingness to obey all company regulations and applicable social norms".

Rocky Fast Cruise is one of the boat names from the company PT. Rocky Fast Cruise which has transportation services to Nusa Lembongan and vice versa also provides transportation back to Sanur. This company has 7 boats of various sizes, from small to large. To maintain the existence of PT Rocky Fast Cruise, the company must always be motivated to improve the performance of its employees to the maximum. Companies operating in the maritime transportation services sector apart from paying attention to good service, companies must also meet safety standards in order to maintain customer safety. Of course this is supported by the company's human resources.

However, at the beginning of the observations, researchers obtained information that there was a problem that in the work environment due to an unfriendly atmosphere, it had a big impact on employee health, age differences could also make the work atmosphere different and relationships between employees were not conducive and often involved emotions, lack of appreciation for the achievements achieved by the employees. employees cause low employee work motivation at PT. Rocky Fast Cruise, as well as work

discipline at PT. Rocky Fast Cruise is still very lacking because there are still many employees who are late and do not obey company rules. This has resulted in a decline which has an impact on employee performance at PT. Rocky Fast Cruise.

Previous research was conducted by Nunu Nurjaya (2021) with the title the influence of work discipline, work environment and motivation on employee performance at PT. Haara Cipta Pesona. It is known that work discipline, work environment, work motivation have a positive and significant effect on employee performance. Furthermore, research was conducted by Yuliya Ahmad, Bernhard Tewal, Rita N. Taroreh (2019). With the title Effect of work stress, workload and work environment on employee performance at PT. FIF Group Manado states that the work environment has a positive and significant effect on employee performance.

Research conducted by Pupung Purnamasari (2022) with the title The influence of competence and motivation on the performance of PT production department employees. Segar Alam Initiative states that work motivation has a positive and significant effect on employee performance. Furthermore, research conducted by Nova Syafrina (2017) entitled The influence of work discipline on employee performance AT PT. Suka Fajar Pekanbaru stated that there is a significant influence between

work discipline on employee performance.

Research conducted by Anggreany Hustia (2020) entitled The Influence of Work Motivation, Work Environment and Work Discipline on Employee Performance at WFO Companies During the Pandemic. The results show that there is a significant influence of work motivation, work environment and work discipline on employee performance

Based on this explanation, the framework for this research is as follows:
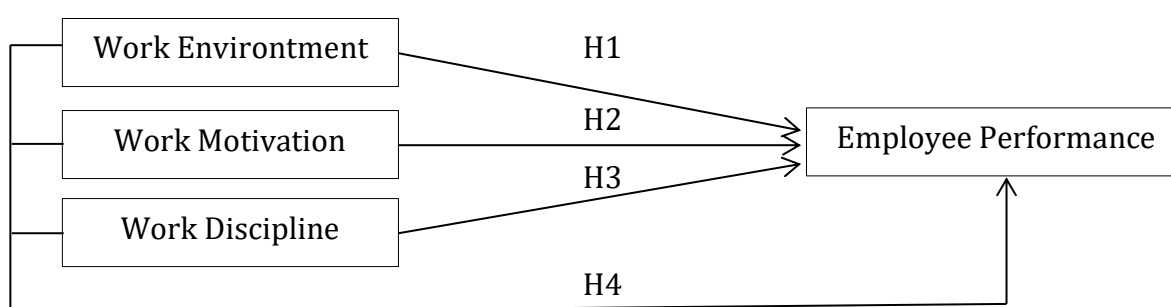
Figure 1. Framework Of Thought

Based On The Picture Above, A Hypothesis Can Be Generated In This Research, Namely:

H1: The Work Environment Has A Positive And Significant Effect On Employee Performance

H2: Work Motivation Has A Positive And Significant Effect On Employee Performance

H3: Work Discipline Has A Positive And Significant Effect On Employee Performance

H4: Work Environment, Work Motivation, Work Discipline Have A Positive And Significant Effect On Employee Performance

METHODS

The sample used in this research was the entire research population. According to Sugiyono (2018), the technique used is census sampling, namely a sampling technique where all members of the population are used as samples. In accordance with this statement, the sample in this research was 49 people.

The type of data used in this research is quantitative data, namely data in the form of numbers and can be calculated in certain units. The quantitative data in this research is data on the number of PT Rocky Fast Cruise employees in 2022, data on the number of PT Rocky Fast Cruise employees in 2022 and data obtained from the results of distributing questionnaires.

Meanwhile, the data source uses primary data and secondary data. And .

the hypothesis in this study was tested using multiple linear regression analysis

RESULT

Instrument Validity Test Results

Table 1. Instrument Test Results

No	Variable	Question Items	Correlation coefficient	Information	Cronbach's Alpha	Information
1	Working environment (X1)	X1.1	0.891	Valid	0.831	Reliable
		X1.2	0.912	Valid		
		X1.3	0.798	Valid		
2	Work motivation (X2)	X2.1	0.896	Valid	0.888	Reliable
		X2.2	0.849	Valid		
		X2.3	0.810	Valid		
		X2.4	0.770	Valid		
		X2.5	0.840	Valid		
3	Work discipline (X3)	X3.1	0.817	Valid	0.729	Reliable
		X3.2	0.869	Valid		
		X3.3	0.745	Valid		
4	Employee performance (Y)	Y.1	0.804	Valid	0.848	Reliable
		Y.2	0.754	Valid		
		Y.3	0.790	Valid		
		Y.4	0.901	Valid		
		Y.5	0.702	Valid		

Source: Processed data, (2022)

Table 1. Explains that results test validity And reliability use 49 people respondents so like on table 4.6, showing that all over question items on variable environment Work, motivation Work, discipline Work And employee performance own mark correlation more big from 0.30 so that can said to be valid, And mark Cronbach's alpha more big from 0.60, so that can said to be reliable.

Classic assumption test
Normality test

Table 2. Normality Test Results

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		49
Normal Parameters[a,b]	Mean	.0000000
	Std. Deviation	2.06957158
Most Extreme Differences	Absolute	.079
	Positive	.039
	Negative	-.079
Test Statistic		.079
Asymp. Sig. (2-tailed)		.200[c,d]

a. Test distribution is Normal.

Source: Processed data, (2022)

Based on test normality use Kolmogorov-Smirnov (KS) on Table 2 obtained mark mark Asymp. Sig. (2-tailed) is as big as 0.200 > 0.05 shows that data distributed in a way normal And can concluded that model fulfil assumption normality.

Multicollinearity Test

Table 3. Multicollinearity Test Results

Variable	Collinearity Statistics		Information
	Tolerance	VIF	
Work environment	0,692	1,446	Multicollinearity does not occur
Work motivation	0,739	1,353	Multicollinearity does not occur
Work discipline	0,763	1,311	Multicollinearity does not occur

Source: Processed data, (2022)

Based on results test multicollinearity on Table 3 can seen that all variables free own mark tolerance more big from 0.10, so Also with result calculation mark VIF, all over variable own mark VIF more small from 10. So can conclude that on model regression Which made No there is multicollinearity.

Heteroscedasticity Test

Table 4. Heteroscedasticity Test Results

Variable	Sig	Information
Work environment	0,097	Heteroscedasticity does not occur
Work motivation	0,863	Heteroscedasticity does not occur
Work discipline	0,896	Heteroscedasticity does not occur

Source: Processed data, (2022)

Based on results test heteroscedasticity on Table 4 the, can seen that each variable free own mark significance more big from 0.05. So that can concluded that in model regression No heteroscedasticity occurs.

Hypothesis test

Table 5. Results of Multiple Linear Regression Analysis

Coefficientsa

Model		Unstandardi ed Coefficients		Standardi ed Coefficients		
		B	Std. Error	Beta	t	Sig.
1	(Constant)	1,628	2,380		,684	,497
	Work environment	,406	,158	,300	2,569	.014
	Work motivation	,318	.102	,351	3,109	,003
	Work discipline	,578	,206	.311	2,805	,007

a. Dependent Variable: Employee performance

Source: Processed data, (2022)

Based on results test on Table 5 can explained results testing test hypothesis Partial as following:

Results testing influence environment Work to performance employees, obtained mark coefficient t as big as 2,569, mark coefficient regression as big as 0.406 and significance as big as 0.014. Can is known that mark its significance more small than 0.05, matter This means environment Work influential positive And significant to performance employee. So that can concluded that H0 rejected or H1 is accepted.

Results testing influence motivation Work to performance employee, earned value coefficient t as big as 3,109, mark coefficient regression as big as 0.318 and significance of 0.003. Can is known that mark its significance more small from 0.05, this thing means motivation Work influential positive And significant to employee performance. So that can concluded that H0 rejected or H2 accepted.

Results testing influence motivation Work to performance employees, obtained value coefficient t as big as 2,805, mark coefficient regression as big as 0.578 and significance of 0.007. Can is known that mark its significance more small from 0.05, this thing means discipline Work influential positive And significant to employee performance. So that can concluded that H0 rejected or H3 accepted

The results of the simultaneous test in this research can be seen in table 6 as follows:

Table 6. F Test Results

ANOVAa

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	280,043	3	93,348	20,432	,000b
	Residual	205,590	45	4,569		
	Total	485,633	48			

a. Dependent Variable: Employee performance

b. Predictors: (Constant), Work discipline, Work motivation, Work environment

Source: Processed data, (2022)

Based on results test F on table 6 obtained mark significance as big as 0,000 which more small from 0.05, results study This own meaning that in a way together - The same environment

DISCUSSION

The influence of the work environment on employee performance at PT. Rocky Fast Cruise.

Testing influence environment Work to performance employee, coefficient value is obtained t 2,569, mark coefficient regression as big as 0.406 And obtained significance value as big as 0.014 more small from 0.05, matter This means that H0 rejected and H1 can accepted, so can concluded that environment influential work positive significant to performance employee. Matter This means that increasingly Good environment Work so will increase performance employee at PT. Rocky Fast Cruise, so Also on the contrary the more bad environment Work will be lower performance employee on PT. Rocky Fast Cruise.

Results study This supported with study previously Which done by Yuliya Ahmad, Bernhard Tewal, Rita N. Taroreh (2019) state the work environment own influence Which positive And significant to performance employee. This matter in line with study Nunu Nurjaya (2021) state environment influential work positive And significant to performance employee.

Work, motivation Work And discipline Work have that influence significant to performance employee (Y). So that can conclude that that H0 rejected or H4 accepted.

The influence of work motivation on employee performance at PT. Rocky Fast Cruise.

Testing influence motivation Work to performance employee obtained coefficient value t 3,109, mark coefficient regression as big as 0.318 And obtained significance value as big as 0.003 more small from 0.05, matter This means that H0 rejected and H2 can accepted, so can concluded that motivation Work positive influence significant to performance employee. Matter This means that the more high motivation Work so will increase performance employee on PT. Rocky Fast Cruise, so Also on the contrary the more low motivation Work so will lower performance employee on PT. Rocky Fast Cruise.

Results study This supported with study previously Which done by Fertili er Purnamasari (2022) state that motivation Work positive influence And significant to performance employee. Matter This in line with research from Anggreany Hustia (2020) state Results show that There is significant influence motivation Work to performance employee

The influence of work discipline on employee performance at PT. Rocky Fast Cruise.

Testing influence discipline Work to performance employee, obtained coefficient value t 2,805, coefficient regression as big as 0.578 And obtained mark significance of 0.007 more small from 0.05, matter This means that H0 rejected And H3 can accepted, so can concluded that discipline Work influential significant positive to performance employee. Matter This means that the more tall work discipline so will increase performance employee on PT. Rocky Fast Cruise, I see Also on the contrary the more low discipline Work so will reducing employee performance on PT. Rocky Fast Cruise.

Results study This supported with study previously Which done by Nova Syafrina (2017) that discipline Work influential positive And significant to performance employee. Matter This in line with study from Anggreany Hustia (2020) state that There is influence significant discipline Work to employee performance.

The influence of the work environment, work motivation and work discipline simultaneously on employee performance at PT. Rocky Fast Cruise.

Testing influence environment Work, motivation Work And discipline work on performance employee, obtained mark significance as big as 0,000 more small from 0.05, matter This means that H0 rejected And H4 can accepted, so that simultaneously environment Work, motivation Work And discipline Work influential significant to performance employee. Matter This means that the more Good environment work, motivation Work And discipline Work so will increase performance employee at PT. Rocky Fast Cruise, so Also on the contrary the more bad environment work, motivation Work And discipline Work so will lower performance employee at PT. Rocky Fast Cruise.

Results study This supported with study previously Which done by Nunu Nurjaya (2021) study This, state that discipline work, environment Work, motivation Work influential positive And significant to employee performance. Matter the in line with study Anggreany Hustia (2020) stated that There is influence significant motivation Work, environment Work and discipline Work to performance employee.

CONCLUSION AND RECCOMENDATIONS

Based on discussion Which has outlined on chapter previously then it is obtained conclusion as following :

1. Environment Work influential positive And significant to performance employees on PT. Rocky Fast Cruise, proven with mark coefficient t of 2.569, coefficient regression as big as 0.406 And significance as big as 0.014. Matter This means that the more Good environment Work so will increase employee performance

on PT. Rocky Fast Cruise.

2. Motivation Work influential positive And significant to performance employees at PT. Rocky Fast Cruise, proven with mark coefficient t as big as 3.109, coefficient regression as big as 0.318 And significance as big as 0.003. Matter This means that the more tall motivation Work so will increase employee performance on PT. Rocky Fast Cruise.

3. Discipline Work influential positive dagainst performance employee on PT. Rocky Fast Cruise, proven with mark coefficient t as big as 2,805, regression coefficient of 0.578 And significance as big as 0.007. Matter This means that the higher it is discipline Work so will increase performance employee on PT. Rocky Fast Cruise.

4. Environment Work, motivation Work And discipline Work in a way together - same have influence Which significant as big as 54.8% to performance employees on PT. Rocky Fast Cruise. Proved with mark significance of 0.000. Matter This means that the more Good environment Work, motivation work and discipline Work so will increase performance employee on PT. Rocky Fast Cruise.

By practical results study This expected can multiply And give knowledge student to material Management Source Power Man and the result expected can support theory Which There is.

LIMITATION

Study this only focused on performance employee on pt. Rocky fast cruise with use 49 respondents as sample study, on next research expected can expand network variable by combining data secondary as tool measuring study

CONFLICT OF INTEREST

Authors disclose no conflicts of interest Related to the work in this manuscript.

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