

## THE INFLUENCE OF WORK DISCIPLINE AND PHYSICAL WORK ENVIRONMENT ON EMPLOYEE PERFORMANCE AT THE SAVINGS AND LOAN COOPERATIVE IN BOGOR REGENCY

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**Abstract:** This study investigates the influence of work discipline and the physical work environment on employee performance at the Savings and Loan Cooperative in Bogor Regency. Recognizing the cooperative's strategic role in the Indonesian economy, particularly in supporting member welfare, this research emphasizes the need for effective human resources. Work discipline and a conducive physical work environment are essential factors contributing to employee productivity. A quantitative approach was employed, with a saturated sampling technique applied to a population of 70 employees. Data was collected via a questionnaire that was validated and tested for reliability, ensuring the accuracy of the measurements. Statistical tests, including multiple linear regression and classical assumption testing, were utilized to analyze the data. Results indicate that both work discipline and the physical work environment positively and significantly impact employee performance, individually and collectively. The findings highlight the importance of maintaining high work discipline and optimizing the work environment to enhance employee performance. These insights serve as valuable guidance for cooperative management in establishing policies that foster a disciplined and supportive workplace conducive to achieving organizational goals.

**Keywords:** Work Discipline, Physical Work Environment, Employee Performance

## INTRODUCTION

The cooperative plays a strategic role in Indonesia's economy, especially in efforts to improve the welfare of its members and the surrounding community. As an organization managed collectively, the cooperative is committed to providing services that can improve the economic conditions of its members. The success of a cooperative largely depends on the quality of the human resources (HR) involved in its management. HR plays a central role in carrying out every operational aspect of the cooperative, from service to administration. Thus, good HR performance can encourage the cooperative to achieve its goals, while undisciplined HR can hinder target achievement.

Work discipline is one of the fundamental factors supporting the cooperative's goals. Discipline here not only refers to employees' physical presence but also to how they perform tasks in accordance with the applicable rules. High levels of discipline will increase productivity, while undisciplined behavior can hinder smooth operations. Attendance data for employees at the Savings and Loan Cooperative of Bogor Regency shows that attendance levels have fluctuated in recent years, with a relatively high percentage of absenteeism. This situation indicates a need to improve work discipline to support the cooperative's efficiency.

The pre-survey results indicate that attendance data shows employee absenteeism levels fluctuated from 2021 to 2023. In 2021, total employee absenteeism reached 98 days, or 32% of total working days. This absenteeism increased in 2022, with total absenteeism reaching 115 days or 37%. However, in 2023, this figure dropped again to 97 days or 32%. The high percentage of absenteeism, whether due to illness, leave, or without notice, shows that work discipline needs to be improved further. Work discipline plays a crucial role in achieving the cooperative's goals because good discipline encourages employees to work consistently and effectively. Therefore, improving work discipline is necessary so that every employee can fulfill their work attendance and comply with applicable rules.

Apart from discipline, the physical work environment also plays an important role in improving employee performance. A comfortable work environment can help increase employee productivity, while an inadequate work environment, such as poor lighting and inadequate air circulation, can decrease work enthusiasm. The pre-survey results conducted at the Savings and Loan Cooperative of Bogor Regency show that some aspects of the physical work environment are still not optimal, especially in terms of lighting and ventilation. Therefore, improvements to the physical work environment are needed so employees can work more comfortably and productively.

The pre-survey results indicate that the work environment at the Savings and Loan Cooperative of Bogor Regency does not yet fully support employee productivity. Survey results involving 30 respondents show that only 45% feel the physical work environment is adequate, while 55% express dissatisfaction with the work environment conditions. Specifically, several physical environmental factors, such as lighting, air circulation, and workspace cleanliness, still require improvement. The highest percentage of employee dissatisfaction lies in the noise from the highway near the office, with 60% of respondents stating that the noise disrupts their work concentration. In addition, only 43% rate the lighting and cleanliness of the work environment as adequate. This condition shows a need for more attention from management to improve the physical environment's quality so that employees feel more comfortable and can work optimally.

The relationship between work discipline and the physical work environment becomes a necessary combination to support optimal employee performance. Good work discipline encourages employees to carry out their tasks responsibly, while a comfortable work environment enables employees to focus on their work without being disturbed by unsupportive physical conditions. According to Sastrohadwiryo (2003), work discipline is the compliance of employees with company regulations, both written and unwritten. Discipline reflects employees' awareness to comply with applicable regulations and a sense of responsibility in carrying out their duties.

Kasmir (2016) mentions several factors that affect work discipline, including ability, knowledge, personality, and motivation. These factors contribute to how employees view and follow the rules in their daily work activities. Meanwhile, the physical work environment includes all physical aspects of the workplace that can affect employees' comfort and performance, such as lighting, air circulation, and cleanliness. Cooperative management is responsible for creating a work environment that supports employee productivity by ensuring that the physical facilities at the workplace meet the necessary comfort and safety standards.

Employee performance is a primary indicator in assessing the effectiveness of a cooperative. Good performance shows the cooperative's success in utilizing existing HR to achieve set targets. According to Mangkunegara (2008), employee performance can be measured through indicators such as work quality, quantity, punctuality, effectiveness, and independence. These indicators reflect the extent to which employees can fulfill the tasks and responsibilities assigned to them.

The pre-survey results indicate employee performance evaluation data for the Savings and Loan Cooperative of Bogor Regency over the past three years. The data shows that the annual performance target of 15,500 has not always been met. In 2021, employee performance reached 15,700, or 101%, which meets the target. However, in subsequent years, performance declined, with 2022's performance only reaching 14,600 or 95% of the target, and 2023's dropping to 13,900 or 90%. This decline indicates issues impacting employee productivity, likely due to less-than-optimal work discipline and an unsupportive physical work environment.

Employee performance evaluation data at the Savings and Loan Cooperative of Bogor Regency shows that, over the past three years, performance has not met the expected targets. This underachievement is suspected to be influenced by several factors, including work discipline and the physical work environment conditions. Good work discipline enables employees to focus more on their tasks and fulfill their responsibilities, ultimately positively impacting productivity. Disciplined employees tend to have a high work ethic and can meet set targets.

A comfortable physical work environment also significantly affects employee performance. Physical conditions at the workplace, such as adequate lighting, fresh air, and cleanliness, can improve employees' concentration and reduce fatigue. Literature studies show that work discipline has a direct impact on employee performance. Disciplined employees tend to work with a high sense of responsibility, follow procedures, and have good attendance at work. Besides discipline, the physical work environment has also proven to affect employee performance. A supportive work environment can increase employees' motivation, while an uncomfortable work environment can hinder productivity. Based on these conditions, this study aims to examine the effect of work discipline and physical work environment on employee performance at the Savings and Loan Cooperative of Bogor Regency. This research is expected to provide a clearer picture of the factors that need improvement for the cooperative to achieve optimal performance.

The pre-survey results indicate that work discipline, the condition of the physical work environment, and employee performance at the Savings and Loan Cooperative of Bogor Regency still require particular attention. The consistently high absenteeism highlights an urgent need to improve work discipline so that employees are more consistent in carrying out their duties and responsibilities. In addition, the unsatisfactory physical work environment affects employees' comfort at work. Lack of comfort and dissatisfaction with the physical work environment can decrease employee motivation and morale, ultimately impacting productivity decline and unachieved performance targets. Thus, the main objective of this study is to determine the extent to which work discipline and physical work environment affect employee performance at the cooperative. The study results are expected to serve as a reference for cooperative management in developing strategies to improve employee performance through enhancements in work discipline and the physical work environment.

## RESEARCH METHODOLOGY

This research methodology aims to explore the influence of work discipline and physical work environment on employee performance at the Savings and Loan Cooperative in Bogor Regency. To achieve this goal, a quantitative approach was chosen as it enables systematic measurement and in-depth data analysis. With this approach, researchers can obtain data that can be processed and analyzed statistically, ensuring that the research results have a high degree of validity and reliability. This quantitative approach also allows researchers to test the effects of variables in a more structured and objective manner.

The population in this study consists of all employees at the Savings and Loan Cooperative in Bogor Regency, totaling 70 individuals. Given the relatively small population size, this research employs a saturated sampling technique, meaning that all members of the population are included as the sample. The saturated sampling technique was chosen to ensure that the study covers all elements in the population, allowing the results to accurately represent the conditions in the field. This also adds value to the research as it includes all respondents, resulting in more comprehensive and accurate data.

Data collection was carried out by distributing questionnaires to all designated respondents. The questionnaire was designed with careful attention to validity and reliability aspects and was structured to cover various questions related to work discipline, physical work environment, and employee performance. Each variable has indicators that were established based on a literature review, allowing the questionnaire to accurately measure the variables being studied. During the questionnaire distribution process, the researcher ensured that each respondent understood the instructions and provided responses that reflected their perceptions of workplace conditions.

Before the questionnaire was fully utilized, an instrument test was conducted to determine the validity and reliability of the research instrument. Validity testing was conducted by correlating each item score in the questionnaire with the total score, where an item is considered valid if its significance value is below 0.05. Reliability testing was conducted by observing the Cronbach's Alpha value to measure response consistency. A Cronbach's Alpha value above 0.6 indicates that the instrument is reliable and suitable for further data collection. This testing allows the researcher to ensure that the data obtained will be accurate and reliable.

Once the questionnaire was confirmed to be valid and reliable, the data obtained from all respondents was analyzed using several statistical techniques. The first step was a classical assumption test, which included normality, multicollinearity, autocorrelation, and heteroscedasticity tests. The normality test aims to ensure that the residual data is normally distributed, which is an essential requirement in regression analysis. The multicollinearity test is used to determine if there is any correlation between independent variables, as high correlations can affect the regression results. The autocorrelation and heteroscedasticity tests are conducted to ensure that the data is free from autocorrelation and heteroscedasticity, resulting in more accurate regression estimates.

The next stage in data analysis is multiple linear regression. Multiple linear regression analysis is used to determine the simultaneous effect of both independent variables on the dependent variable. This analysis provides insight into the extent to which work discipline and physical work environment influence employee performance when both are considered together.

By following these systematic steps in the research methodology, this study is expected to provide a clear understanding of the influence of work discipline and physical work environment on employee performance at the Savings and Loan Cooperative in Bogor Regency.

## RESULT AND DISCUSSION

### A. Validity Test

**Table 1. Work Discipline Validity Test**

No	Statement	r count	r table	Information
1	Statement Point 1	0.867	0.235	Valid
2	Statement Item 2	0.845	0.235	Valid
3	Statement Point 3	0.856	0.235	Valid
4	Statement Point 4	0.862	0.235	Valid
5	Statement Point 5	0.874	0.235	Valid
6	Statement Item 6	0.890	0.235	Valid
7	Statement Item 7	0.875	0.235	Valid
8	Statement Item 8	0.871	0.235	Valid
9	Statement Item 9	0.896	0.235	Valid
10	Statement Item 10	0.874	0.235	Valid

Source: SPSS data processing results version 26, 2024

**Table 2. Work Environment Validity Test**

No	Statement	r count	r table	Information
1	Statement Point 1	0.719	0.235	Valid
2	Statement Item 2	0.783	0.235	Valid
3	Statement Point 3	0.787	0.235	Valid
4	Statement Point 4	0.774	0.235	Valid
5	Statement Point 5	0.781	0.235	Valid
6	Statement Item 6	0.736	0.235	Valid
7	Statement Item 7	0.290	0.235	Valid
8	Statement Item 8	0.293	0.235	Valid
9	Statement Item 9	0.378	0.235	Valid
10	Statement Item 10	0.377	0.235	Valid

Source: SPSS data processing results version 26, 2024

**Table 3. Employee Performance Validity Test**

NO	Statement	r count	r table	Information
1	Statement Point 1	0.780	0.235	Valid
2	Statement Item 2	0.890	0.235	Valid
3	Statement Point 3	0.787	0.235	Valid
4	Statement Point 4	0.796	0.235	Valid
5	Statement Point 5	0.836	0.235	Valid
6	Statement Item 6	0.861	0.235	Valid
7	Statement Item 7	0.875	0.235	Valid
8	Statement Item 8	0.886	0.235	Valid
9	Statement Item 9	0.905	0.235	Valid
10	Statement Item 10	0.806	0.235	Valid

Source: SPSS data processing results version 26, 2024

All questionnaire items are declared valid, because the variables have a calculated r value greater than the r table (0.235), as shown by the data in the table above. Thus, the questionnaire used is worthy of being processed as research data.

## B. Reliability Test

**Table 4. Results of Reliability Test**

No	Variables	Cronbath Alpha	Cronbath Alpha Standard	Decision
1	Work Discipline (X1)	0.789	0.600	Reliable
2	Physical Work Environment (X2)	0.747	0.600	Reliable
3	Employee Performance (Y)	0.786	0.600	Reliable

Source: SPSS data processing results version 26, 2024

According to the test results shown in the table above, the variables of work discipline (X1), physical work environment (X2), and employee performance (Y) are considered reliable, because each has a Cronbach Alpha value greater than 0.600.

**C. Classical Assumption Test**

**1. Normality Test**

**Table 5. Normality Test Results  
One-Sample Kolmogorov-Smirnov Test**

		Unstandardized Residual
N		70
Normal Parameters <sup>a,b</sup>	Mean	.0000000
	Std. Deviation	4.84982134
Most Extreme Differences	Absolute	.057
	Positive	.040
	Negative	-.057
Test Statistics		.057
Asymp. Sig. (2-tailed)		.200 <sup>c,d</sup>

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

Source: SPSS data processing results version 26, 2024

The assumption of the distribution of the equation in this test is normally distributed, because the significance value of 0.200 is greater than 0.05, as shown by the test results in the table above.

**2. Multicollinearity Test**

**Table 6. Multicollinearity Test Results  
Coefficients<sup>a</sup>**

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
1 (Constant)	-1,835	3.984		-.461	.647		
Work Discipline	.464	.088	.513	5.278	.000	.514	1,946
Physical Work Environment	.557	.144	.377	3,877	.000	.514	1,946

- a. Dependent Variable: Employee Performance
- Source: SPSS data processing results version 26, 2024

According to the test results shown in the table above, the tolerance of the work discipline variable is 0.514 and the physical work environment variable is 0.514, each less than 1, and the inflation variation factor of the work discipline variable is 1.946, each less than 10. Therefore, no multicollinearity disturbance is found in this regression model.

**3. Autocorrelation Test**

**Table 7. Autocorrelation Test Results with Durbin-Watson  
Model Summary<sup>b</sup>**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.821 <sup>a</sup>	.675	.665	4.92167	2.136

- a. Predictors: (Constant), Physical Work Environment, Work Discipline
- b. Dependent Variable: Employee Performance

Source: SPSS data processing results version 26, 2024

The Durbin-Watson value of 2.136, which is between the interval 1.550–2.460, indicates that there is no autocorrelation interference in this regression model, as indicated by the test results shown in the table above.

#### 4. Heteroscedasticity Test

**Table 8. Heteroscedasticity Testing with the Glejser Test Coefficients<sup>a</sup>**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	4.166	2.411		1,728	.089
	Work Discipline	-.079	.053	-.248	-1.481	.143
	Physical Work Environment	.068	.087	.130	.777	.440

a. Dependent Variable: Abs\_Res

Source: SPSS data processing results version 26, 2024

Based on the test results shown in the table above, the regression model does not show heteroscedasticity. Any significant value greater than 0.05 or sig greater than 0.05 indicates that the regression model is suitable for use.

#### D. Multiple Linear Test

**Table 9. Multiple Linear Test Results Coefficients**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-1,835	3.984		-.461	.647
	Work Discipline	.464	.088	.513	5.278	.000
	Work Environment	.557	.144	.377	3,877	.000

a. Dependent Variable: Employee Performance

Source: SPSS data processing results version 26, 2024

The results of the regression calculation analysis can be found in the following table:

- $Y = -1.835$ ,  $X_1 = 0.464$ , and  $X_2 = 0.557$ . From this equation, it can be concluded that the constant value of -1.835 indicates that employee performance (Y) will only be worth -1.835 points if the work discipline variables (X1) and physical work environment (X2) are not considered.
- The physical work environment variable (X2) does not change and the constant remains, then a change of 1 unit in the work discipline variable (X1) will result in a change in employee performance (Y) of 0.464 points. T value > T table (10.136 > 1.667),  $p$  value < Sig.0.05 or (0.000 < 0.05). Thus, H0 is rejected and H2 is accepted, this shows that there is a significant influence between work discipline and employee performance at the Koperasi Simpam Pinjam Kabupaten Bogor.
- While the work discipline variable (X1) remains unchanged, the value of the physical work environment (X2) is 0.557, which means that every 1 unit change in the physical work environment variable (X2) will cause a change in employee performance (Y) of 0.557 points. The calculated T value is greater than the T table, 11.688 is greater than 1.667, and the  $p$  value < Sig.0.05 or (0.000 < 0.05). Therefore, H0 is rejected and H3 is accepted, indicating that the physical work environment affects employee performance at the Bogor Regency Savings and Loan Cooperative.

**Table 10. Results of Determination Coefficient Test Model Summary**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.863a	.745	.737	4.35875

a. Predictors: (Constant), Physical Work Environment, Work Discipline

Source: SPSS data processing results version 26, 2024

Based on the test results in the table above, with a determination coefficient of 0.737, it can be concluded that work discipline and physical work environment contribute 73.7% to employee performance; other factors contribute 26.3%, or 100 percent of 73.7 percent.

**Table 11. Hypothesis Test Results (F Test)**

Model	ANOVA					
		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	3716.359	2	1858.179	97,806	.000b
	Residual	1272.913	67	18,999		
	Total	4989.271	69			

a. Dependent Variable: Employee Performance

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

Source: SPSS data processing results version 26, 2024

The calculated F value is greater than the F table, or (97.806 greater than 3.13), and the  $\rho$  value is less than Sig.0.05 or (0.000 less than 0.05), according to the test results shown in the table above. Therefore, H0 is rejected and H3 is accepted, indicating that work discipline and physical work environment affect employee performance at the Bogor Regency Savings and Loan Cooperative.

## CONCLUSION

Based on the research conducted on the influence of the work environment and work discipline on employee performance at the Savings and Loan Cooperative in Bogor Regency, several conclusions can be drawn as follows Firstly, work discipline has a positive and significant influence on employee performance. There is a strong relationship between work discipline and performance, indicating that the higher the level of discipline among employees, the better their performance. With maintained work discipline, employees can work more effectively and efficiently in achieving organizational goals. Secondly, the physical work environment also has a positive and significant impact on employee performance. A comfortable and supportive work environment, such as adequate lighting, proper air circulation, and a clean physical workspace, has been proven to increase employee motivation and productivity. This emphasizes that the physical conditions of the workplace are crucial factors that can either support or hinder employee performance.

Thirdly, the combination of work discipline and the physical work environment shows a highly positive impact on employee performance. The research results reveal a very strong relationship between these two variables and performance. Good work discipline and an optimal work environment complement each other in creating the ideal conditions for employees to achieve higher performance. Thus, it can be concluded that both work discipline and the physical work environment significantly contribute to improving employee performance at the Savings and Loan Cooperative in Bogor Regency. This signifies the need for management to pay special attention to implementing consistent discipline standards and creating a comfortable work environment to achieve optimal performance.

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