THE EFFECT OF WORK MOTIVATION, WORK DISCIPLINE AND WORK ENVIRONMENT ON EMPLOYEE PERFORMANCE AT RAMPIS MSME BANG RADEN MALANG CITY

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ABSTRACT

The purpose of the study was to determine the effect of work motivation, work discipline, work environment and the effect of these three variable simultaneously on employee performance at the Rampis Bang Raden SMEs Malang City. The population in the study were all employees of the MSME Rampis Bang Raden Malang City, namely a number of 40 employees. The sample was determined based on the multiple linear regression analysis method. Based on saturated sampling all employees are used as samples. This study uses quantitative types, and Non Probability Sampling data analysis techniques used are questionnaire validity test instruments, reliability tests, classical assumptions test using residual normality test, multicollinearity test, heteroscedasticity test, linearity test, descriptive analysis, multiple linear regression analysis, coefficient of determination, and hypothesis testing using t test and f test. The results showed that work motivation, work discipline, work environment and the three variable simultaneously had a significant effect on employee performance at Rampis Bang Raden Malang City, which means that the greater the work motivation, the higher the work discipline and the more conducive the work environment, the greater the employee performance employees.

KEYWORDS: Work Motivation, Work Discipline, Work Environment And Employee Performance

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Introduction

One of the sectors hardest hit by the Covid-19 pandemic is Micro, Small, and Medium Enterprises (MSMEs), which are also driving the decline in the national economy. This is understandable because MSMEs have a very large contribution to the national economy. The simplicity that exists in the production process, resources, and production processes that are still on a small and local scale have proven to make MSMEs successful in continuing to operate and move in the midst of a pandemic or crisis. In Indonesia, MSMEs have shown positive developments every year. This means that this type of business is still in great demand by the community as their livelihood.

The role of human resources in MSMEs is the main one because they act as the main driver of all activities or activities in achieving goals as well as to gain profits and to maintain the survival of MSMEs. MSMEs are required to always manage the human resources in them so that the survival and progress of MSMEs can be achieved optimally (Rosiana et al, 2016). Human resources who currently play an important role in the movement of MSMEs are employees. Currently, the ability of employees is inadequate, both in terms of their intellectual abilities and technical skills. Whereas employees are a very important part for MSMEs, because of the talent, energy and creativity needed by MSMEs to achieve their goals. Employees are also always required to have good performance at work in order to improve business competitiveness.

Rampis Bang Raden is an MSME snack food processing banana rambak which was established in the city of Malang in 2018 which was founded by two people, namely Mr. Umar Harris and Mr. Alfan Zuhri. , Sukun sub-district, Malang City and the location of the factory is located in Wonosari Village, Gunung Kawi, Malang Regency. The banana rambak commodity which is processed in the MSME factory using the vacuum frying method and the rampis bang Raden is also committed to producing healthy snacks without preservatives and is committed not to use palm oil as its production process and to replace palm oil with VCO oil which is relatively healthier when consumed.

Based on information from the MSMEs of Rampis Bangaden, Malang City, it is related to employee performance in the form of production targets and realization. The production target and realization of MSMEs in Bangaden Malang City in 2018-2021 can be seen in the table which also shows that the production target is always changing, because the production target is based on the demand received by MSMEs.

The performance of employees in the MSMEs, Bang Raden, Malang, the production target is not able to be achieved optimally. This happened because the motivation for work in the MSMEs, Raden Kotamalang, was also still lacking in motivation from the leadership, therefore many employees were not enthusiastic about working. In addition, work discipline is also lacking, because there are still many employees who often do not come to work. Besides

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motivation and work discipline, the work environment is also often a problem because it is dirty, especially in the packaging, air temperature, lighting, safety at work and also the noise of the engine.

The phenomenon of employee performance in the MSME Rampis Bang Raden Malang City can refer to the results of the realization of production which always fluctuates in production over a period of 4 years. The performance of employees in MSMEs has not been maximized because in 4 years the production between targets and realizations is always different, where some achieve the target and some do not reach the target. This difference can be seen in the difference that occurs in each year of production.

The phenomenon of work motivation in the MSME Rampis Bang Raden Malang, namely the occurrence of production differences in indications of declining or poor performance owned by employees. The decline in performance can be influenced by several things, one of which is work motivation. Indeed, MSMEs do not yet have special resources to increase motivation. This is what is unique why motivation is an important variable to study.

The phenomenon of work discipline that exists in the MSMEs of Rampis Bangaden, Malang City, namely the MSMEs in time and schedules are often not well organized. This MSME also does not have a detailed time and schedule. Therefore, work discipline needs to be revealed how it relates to employee performance. The phenomenon of the work environment in the MSMEs, Bang Raden, Malang, is generally still very traditional. Traditional means having a simple room and simple noise control.

The phenomenon of the work environment that exists in the MSMEs of Rampis Bangaden, Malang City, namely the MSMEs, the environment around the workplace gives an uncomfortable impression, employees feel lazy to work, for a good work environment includes several aspects that must be considered, for example a comfortable work space, safe environmental conditions , fixed room temperature, there is adequate lighting, room paint colors, good relations with co-workers.

And based on the production target report, it is known that the performance of the Rampis Bang Raden MSME is still not optimal in this case regarding the target and the number of realizations of the Rampis Bang Raden number of production in 2018-2021. This can be seen in the realization of production that does not meet the target and even the MSME production target fluctuates. This fact shows that employees have not been optimally in MSMEs so that they have not been able to provide maximum support in achieving employee performance. Researchers are interested in revealing the extent to which work motivation, work discipline, and work environment affect employee performance so that the production target with realization is always not achieved. Based on the phenomenon and review of this research, the authors take the title "The Influence of Work Motivation, Work Discipline and Work Environment on Employee Performance at MSME Rampis Bang Raden Malang City"

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PROBLEM FORMULATION

Based on the background described previously, the discussion can be formulated as follows:

1. Is there an effect of work motivation on employee performance at the MSME Rampis Bang Raden Malang City?
2. Is there an effect of work discipline on employee performance at the MSME Rampis Bang Raden Malang City?
3. Is there any effect of the work environment on employee performance at the MSME Rampis Bang Raden Malang City?
4. Is there a simultaneous influence of work motivation, work discipline and work environment on employee performance at MSME Rampis Bang Raden Malang City?

RESEARCH OBJECTIVES

Based on the results of the formulation of the problem described above, it can explain the following objectives:

1. To determine the effect of work motivation on employee performance at the MSME Rampis Bang Raden Malang City.
2. To find out the effect of work discipline on employee performance at MSMEs Rampis Bang Raden Malang City.
3. To find out the effect of the work environment on employee performance at MSMEs, Rampis Bang Raden, Malang City.

4. To determine the effect of work motivation, work discipline, and work environment on employee performance at MSMEs Rampis Bang Raden Malang City.

LITERATURE REVIEW

The previous studies that will be discussed are the results of studies that have been carried out which will be the reference for this research. These studies are related to the influence of work motivation, work discipline and work environment on employee performance at Rampis bang raden SMEs and the relationship between the four variables.

1. Agus Dwi Cahya, Novia Tri Ratnasari and Yudi Prasetya Putra (2021) The results showed that the positive and significant influence of the work environment on employee performance. And work stress and work motivation have no significant effect on employee performance. while the work environment, work stress and work motivation simultaneously have a positive and significant effect on employee performance in the online new fruit case study in Yogyakarta.

2. Novia Anggita Rahmawati (2021) The results of this study indicate that there is a positive and significant influence between the variables of communication, work environment, and discipline on employee performance based on the normality test of the classical assumption test.

3. Priangga Eko S (2017) The results showed that simultaneously the variables of work discipline, leadership style and work motivation had a significant effect on employee

performance at the Pringgo Kusuma Kabat batik house. Meanwhile, the influence of work discipline, leadership style and work motivation have a significant effect on employee performance at the Pringgo Kusuma Kabat Batik House.

4. Titi Ananingrum and Ari Pradhanawati (2019) The results show that the motivation variable has a positive influence on employee performance of 0.852. Skills have a positive effect on employee performance of 0.853. Compensation has a positive effect on employee performance of 0.615.

5. Fiansi and Sarifuddin (2019) The results of the study state that: Work motivation has a significant effect on employee performance, then the work environment has a significant effect on employee performance, and finally work motivation and work environment simultaneously have a significant effect on employee performance.

6. Sulfitriah and Eti Arini Rizka (2021) The results of the first study of HR development have a positive and significant effect on employee performance, the results of the second study of motivation have a positive and significant effect on employee performance, the results of the third study of work discipline have a positive and significant effect on employee performance, while the results of the fourth study Human Resources Development, Motivation and Work Discipline simultaneously or together have a positive and significant impact on Employee Performance at the Mina Lestari Marga Sakti Fish Group UKM.

7. Rina Supryanita and Mela Munizar (2020) The results obtained are that motivation and work discipline have a positive and significant effect on the performance of employees at the Department of Trade, Cooperatives, and Small and Medium Enterprises, Fifty Cities Regency, West Sumatra Province.

8. Andari (2016) The results show that leadership and work environment have a significant effect on the performance of the employees of the cooperatives and MSMEs in Banten province. While the results of the research leadership and work environment simultaneously have a significant influence on the performance of the employees of the Department of Cooperatives and SMEs in Banten province.

9. Nur Qomariah (2016) The results of this study show that jointly and partially the variables of partnership, work environment and motivation have a significant effect on employee performance at MSMEs in Bangil sub-district.

10. Huzaemah (2019) The results of this study state that work motivation, human resource development and work discipline have a significant effect on employee performance at the cooperative and MSME service in Parigi Moutong Regency.

Method

This research was conducted using a quantitative approach. This research was carried out at the Rampis Bang Raden MSME office, Malang City, which is located at Jalan Tanjung, Tanjungrejo Village, Sukun District, Malang City. The population in this study were all employees in the MSME Rampis Bang Raden Malang, which amounted to 40 people. The sample used is a saturated sampling technique (census). The data collection process is

determined by the variables in the hypothesis. Data collection comes from two components, including: primary data, namely data collected and processed by researchers directly from the subject or object of research. secondary data, namely data obtained not directly from the object or research subject. by using SPSS version 23 program.

Result

Tabel 1 Respondents Table Based on Gender

No	Information	Total	Percentage
1	Male	24 People	60%
2	Female	16 People	40%
Total		**40 People**	**100%**

From the table above, it can be concluded that the percentage of male workers is higher because most of the men have more power as production workers. Meanwhile, female workers are mostly in packaging. This is because it takes a very thorough workforce in examining banana rambak.

Tabel 2 Respondents Based on Education

No	Information	Total	Percentage
1	SMA or equivalent	34 People	85%
2	SMP or equivalent	6 People	15%
Total		**40 People**	**100%**

This, it is known that 85% of respondents in the Rampis Bang Raden MSME are mostly high school graduates or equivalent. Because high school graduates or equivalent have a work ethic, experience and broad insight than junior high school graduates or equivalent and better innovation than him.

Tabel 3 Respondents Based on Age

No	Information	Total	Percentage
1	25 – 30 Years	15 People	37.5%
2	31 – 40 Years	25 People	62.5%
Total		**40 People**	**100%**

The conclusion from the table above states that the 40 respondents of MSME Rampis Bang Raden are mostly from the age of 31-40. This is because the age of 31-40 is a productive age in a career, so that they are considered capable of thinking and acting as well as being responsible for the work that is their duty and family, because at that age the average person is already married and has a household.

Tabel 3 Respondents Based on Age

No	Information	Total	Percentage
1	1 – 2 Years	26 People	65%
2	3 – 4 Years	14 People	35%
Total		**40 People**	**100%**

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From the table above, it can be concluded that the working period of more respondents is 1-2 years because this business is just starting and will only develop so that there are new employees.

Tabel 4 X1 . Validity Test Table

Variabel/ Item Motivasi kerja (X1)	r-hitung	r- tabel	Keterangan
$X_{1.1}$	0,777	0,312	Valid
$X_{1.2}$	0,720	0,312	Valid
$X_{1.3}$	0,848	0,312	Valid
$X_{1.4}$	0,874	0,312	Valid
$X_{1.5}$	0,827	0,312	Valid
$X_{1.6}$	0,699	0,312	Valid
$X_{1.7}$	0,764	0,312	Valid
$X_{1.8}$	0,694	0,312	Valid
$X_{1.9}$	0,807	0,312	Valid
$X_{1.10}$	0,853	0,312	Valid
$X_{1.11}$	0.797	0,312	Valid
$X_{1.12}$	0,668	0,312	Valid
$X_{1.13}$	0,853	0,312	Valid

Tabel 5 X2 Validity Test Table

Variabel/ Item Disiplin kerja (X2)	r-hitung	r- tabel	Keterangan
$X_{2.1}$	0,681	0,312	Valid
$X_{2.2}$	0,400	0,312	Valid
$X_{2.3}$	0,632	0,312	Valid
$X_{2.4}$	0,604	0,312	Valid
$X_{2.5}$	0,632	0,312	Valid
$X_{2.6}$	0,732	0,312	Valid
$X_{2.7}$	0,532	0,312	Valid
$X_{2.8}$	0,564	0,312	Valid
$X_{2.9}$	0,561	0,312	Valid
$X_{2.10}$	0,584	0,312	Valid
$X_{2.11}$	0,612	0,312	Valid

Tabel 6 X3 . Validity Test Table

Variabel/ Item Lingkungan kerja (X3)	r-hitung	r- tabel	Keterangan
$X_{3.1}$	0,508	0,312	Valid
$X_{3.2}$	0,441	0,312	Valid
$X_{3.3}$	0,655	0,312	Valid
$X_{3.4}$	0,618	0,312	Valid
$X_{3.5}$	0,349	0,312	Valid
$X_{3.6}$	0,508	0,312	Valid
$X_{3.7}$	0,459	0,312	Valid
$X_{3.8}$	0,493	0,312	Valid
$X_{3.9}$	0,585	0,312	Valid
$X_{3.10}$	0,354	0,312	Valid

Tabel 7 Y Validity Test Table

Variabel/ Item Kinerja (Y)	r-hitung	r- tabel	Keterangan
Y_1	0,313	0,312	Valid
Y_2	0,681	0,312	Valid
Y_3	0,681	0,312	Valid
Y_4	0,418	0,312	Valid
Y_5	0,428	0,312	Valid
Y_6	0,713	0,312	Valid
Y_7	0,494	0,312	Valid
Y_8	0,362	0,312	Valid
Y_9	0,671	0,312	Valid
Y_{10}	0,451	0,312	Valid

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Based on the results of the validity test of the four variables, it can be seen that each question on the variable shows significant results by knowing the calculated r value of the SPSS output results is greater than r table. The results of observations of 10 items indicate that the calculated r value is greater than r table so that each statement submitted is valid in the measurement.

Tabel 8 Reliability Test Table

Variabel	Cronbach Alpha	Keterangan
Motivasi Kerja (X₁)	0.947	Reliabel
Disiplin Kerja (X₂)	0,817	Reliabel
Lingkungan Kerja (X₃)	0.663	Reliabel
Kinerja (Y)	0.711	Reliabel

Based on the table above, the results of the reliability test of the four variables can be seen that the Cronbach Alpha value for the four items is > 0.60, it can be concluded that the four items of the questionnaire are reliable.

Figure 1 Normality Test

Dependent Variable: Kinerja Karyawan
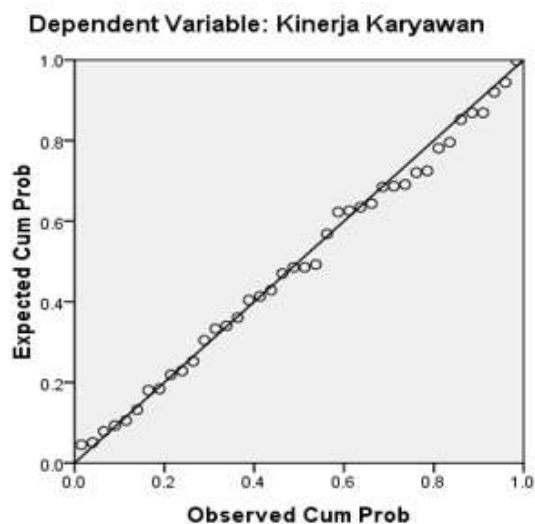
Based on the picture above, it is known that the distribution pattern of the data points follows the direction of the diagonal line, therefore, it can be concluded that the data tested in this study were normally distributed.

Table 9 Multicollinearity

Variabel	Tolerance	VIF	Keterangan
Motivasi kerja	0.270	3.698	Tidak terjadi multikolinieritas
Disiplin kerja	0.164	6.082	Tidak terjadi multikolinieritas
Lingkungan kerja	0.265	3.771	Tidak terjadi multikolinieritas

Results of the multicollinearity test can be seen that the data indicated by the value of work motivation tolerance (X1), work discipline (X2), and work environment (X3) are 0.270, 0.164, and 0.265, respectively. The VIF value of the work motivation variable (X1) is 3.698 < 10.00, the work discipline variable (X2) is 6.082 < 10.00, and the work environment variable (X3) is 3.771 < 10.00. Referring to the basis of decision making in the multicollinearity test, it can be concluded that there is no multicollinearity symptom in the regression model. This means that this regression model found a correlation (strong relationship) between independent variables or independent variables on the dependent variable or dependent variable.

Tabel 10 Heteroscedasticity Test

Results in the table above show that the sig value of each independent variable on the absolute residual value is > 0.05, which means that there are no symptoms of heteroscedasticity in this study.

Tabel 11 Coefficient of Determination

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.951ᵃ	.904	.896	.98882

a. Predictors: (Constant), Ln_Motivasi_Kerja, Ln_Disiplin_Kerja, Ln_Lingkungan_Kerja
b. Dependent Variable: Kinerja Karyawan

Based on the table above, the regression coefficient value (R-square) is 0.904. It means that the ability of the independent variable model in explaining the variance of the dependent variable is 90.4 percent. There is 9.6 percent (100 percent – 90.4 percent) of the variance of the dependent variable which is explained by factors other than work motivation, work discipline and work environment. Based on this interpretation, it appears that the R-square value is between 0 and 1. The R-square value is closer to 1, the stronger the effect. This figure means that the work motivation variable (X1), work discipline variable (X2), and work environment variable (X3) simultaneously or together have an influence on employee performance variable (Y) by 90.4 percent, while the remaining 9 ,6 percent is influenced by other variables outside this regression equation or variables that are not examined.

Table 12 Multiple Linear Regression Analysis Results

	Unstandardized Coefficients		Standardized Coefficients			Collinearity Statistics	
Model	B	Std Error	Beta	t	Sig	Tolerance	VIF
1 (Constant)	5.326	2.375		2.243	.031		
Ln_Motivasi_Kerja	.145	.041	.305	3.570	.001	.270	3.698
Ln_Disiplin_Kerja	.216	.046	.322	3.460	.001	.154	5.602
Ln_Lingkungan_Kerja	.260	.049	.508	5.357	.000	.235	3.771

a. Dependent Variable: Kinerja Karyawan

Y = 5.326 + 0.145 X1 + 0.216 X2 + 0.260 X3 + 2.375 ⬝⬝⬝⬝⬝⬝⬝⬝⬝⬝⬝⬝⬝⬝⬝⬝⬝⬝⬝⬝⬝⬝⬝⬝ (1)

Based on the results of multiple linear regression analysis through SPSS version 23 calculations above, it can be concluded as follows:

1. The constant of 5.326 means that if the variables of work motivation (X1), work discipline (X2), and work environment (X3) are 0, then the resulting employee performance value is 5.326 assuming other variables that can affect employee performance are considered constant.
2. The regression coefficient of motivation variable (X1) is 0.145 which states that each additional work motivation variable (X1) is 1 unit, it will increase employee performance (Y) by 0.145 with the assumption that other variables have a fixed value.
3. The regression coefficient of the work discipline variable (X2) of 0.216 states that for each additional work discipline variable (X2) of 1 unit, there will be an increase in the performance (Y) of the Rampis Bang Raden employees of Malang city of 0.126 with the assumption that other variables have a fixed value.
4. The regression coefficient of the work environment variable (X3) of 0.260 states that for each additional work environment variable (X3) of 1 unit, it will increase the performance (Y) of the Rampis bang raden employee in Malang by 0.260 with the assumption that other variables have a fixed value.

Discussion

Table 13 Hypothesis Test Results

	Unstandardized Coefficients		Standardized Coefficients			Collinearity Statistics	
Model	B	Std Error	Beta	t	Sig	Tolerance	VIF
1 (Constant)	5.326	2.375		2.243	.031		
Ln_Motivasi_Kerja	.145	.041	.305	3.570	.001	.270	3.698
Ln_Disiplin_Kerja	.216	.046	.322	3.460	.001	.154	5.602
Ln_Lingkungan_Kerja	.260	.049	.508	5.357	.000	.235	3.771

a. Dependent Variable: Kinerja Karyawan

The first test is to determine the effect of work motivation on employee performance. The first hypothesis in this study states that work motivation has a significant effect on employee performance. From the results of the t test in Table 5.21, it shows the results of work motivation (X1) t count > t table (3.570 > 2.028) and (sig < a = 0.001 < 0.05) it states that there is a significant influence of work motivation variable (X1) on the performance of employees (Y) at MSMEs, bang raden, so that the first hypothesis is accepted.

The second test is to determine the effect of work discipline on employee performance. The second hypothesis in this study states that work discipline has a significant effect on employee performance. From the results of the t test in the table shows the results of work discipline

(X2) t count > t table (3.460 > 2.028) and (sig < a = 0.001 < 0.05) it states that there is a significant effect of work discipline variable (X2) on performance employee (Y) at UMKM is lean, bang raden, so the second hypothesis is accepted.

The third test is to determine the effect of the work environment on employee performance. The third hypothesis in this study states that the work environment has a significant effect on employee performance. From the results of the t test in Table 5.21, it shows the results of the work environment (X3) t count > t table (5,357 > 2,028) and (sig < a = 0.000 < 0.05) it states that there is a significant effect of the work environment variable (X3) on the performance of employees (Y) at the Umkm rampis bang raden, so the third hypothesis is accepted.

Conclusion

After the researchers conducted a discussion on work motivation, work discipline and work environment affecting employee performance, the researchers in this chapter will try to draw a conclusion. Based on the description that the author has put forward in the previous chapter, it can be concluded that, among others:

1. Work Motivation Has a Significant Influence on Employee Performance at Rampis Bang Raden MSMEs, Malang City.
2. Work Discipline Has a Significant Effect on Employee Performance at the Rampis Bang Raden MSME, Malang City.
3. Work Environment Has a Significant Influence on Employee Performance at MSME Rampis Bang Raden Malang City.
4. Work motivation, work discipline and work environment have a significant effect simultaneously (simultaneously) on employee performance at the Rampis Bang Raden UMKM, Malang City.

The suggestions that are expected to be used as inputs include:

1. Respondents in this study are very limited because they only use production department employees so that further research can examine the characteristics of employee respondents in other fields in the Rampis Bangraden environment, because each characteristic has a different response. It is hoped that further research can use other methods to get a different point of view, so that this research will provide additional suggestions for Rampis Bang Raden.
2. Rampis Bang Raden is expected to continue to make improvements and improvements internally so that they are able to improve and maintain their quality in terms of managing their employees properly and optimally.

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