

The Role of Work Environment and Work Discipline in Enhancing Employee Performance: Evidence From Pt Elit Sukses Securities

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ABSTRACT

The aim of this study was to ascertain the partial and simultaneous effects of work environment and work discipline on employee performance at PT. Elite Success Securities. A quantitative descriptive method with an associative approach is the methodology employed. All of the study's participants were PT workers. Regression analysis, correlation coefficient analysis, determination coefficient analysis, and hypothesis testing were all employed in the data analysis process. With a value (Test) $t_{count} > t_{table}$ or $(3,364 > 1,671)$, the study's findings indicate that PT. Securities Success Elite employees' performance is positively and significantly impacted by their work environment. The remaining 16.1% is strengthened by a partial determination coefficient value of 83.9%. According to the 0.916 partial correlation coefficient test The work environment variable (X1) is subjected to a straightforward linear regression analysis using the regression equation $Y = 7.690 + 1.039 X1$. Employee performance at PT. Securities Success Elite is positively and significantly impacted by work discipline, as seen by the value (Test) $t_{count} > t_{table}$ or $(3,778 > 1,671)$. The remainder is 21.43%, which is reinforced by a partial determination coefficient value of 78.6. According to the 0.887 $6.690 + 0.759X2 = Y$. The remaining 12.5% is reinforced by a simultaneous determination coefficient value of 87.5%. The multiple linear regression analysis using the regression equation yielded a simultaneous correlation coefficient test of 0.935. $Y = 3.670X1 + 0.322X2 + 7.244$

INTRODUCTION

PT. Elite Success Securities Kuningan, South Jakarta is company Which move in field securities with standard OJK, Where can do activity like intermediary trading effect, guarantor emission effect, and activity other Which has determined n by supervisor market capital.

The results of the researcher's pre-survey regarding the working environment conditions at PT. Elite Success Kuningan Securities , South Jakarta is located facility not enough adequate in environment physique, so that employee become not enough discipline in operate task Which result in not enough focus on work, Which result in disturbance performance employee in carry out Therefore , it is necessary to pay more attention to the lighting conditions in each room, as well as the addition of CCTV units and security personnel (satpam), to truly ensure employee safety in carrying out their work activities.

Following This writer take data employee PT Elite Success Securities year 2019-2021.

Attendance Data for PT. Elit Sukses Sekuritas Kuningan, South Jakarta

Year	Number of employees	Information			Number of absences	Percentage(%)
		Late	Coming Home Early	Alpha		
2019	60	22	37	10	69	18%
2020	60	25	43	12	80	21%
2021	60	27	40	13	80	21%

Source: Absence Data of PT. Elit Sukses Sekuritas Kuningan, South Jakarta

Based on table 1. 2 seen lack of discipline employee from year 2019-2021 Which Keep going increase And result on results work Which not enough maximum. Matter This impact Because employees who do not enter. Presentation on year 2019 Can it is said Good with Can reach figure 18 % in the year 2020 Then increase reach 21% And in the year 2021 reach 21%. Can concluded on presence employee every year not decreased so disturbing process the way Work employee.

Performance Data of PT. Elit Sukses Sekuritas Kuningan, South Jakarta

Year	Number of employees	Information	Target	Realization
2019	60	Completion of work	100%	85%
2020	60	Completion of work	100%	90%
2021	60	Completion of work	100%	65%

Source: Employee Performance Data of PT. Elit Sukses Sekuritas Kuningan, South Jakarta

From table 1.3 seen that in amount completion work in *the Customer Service* section implemented every the year fluctuating and tends to decrease from year 2019-2021. In 2019, work completion was only 85% of the set target. Then, in 2020,

work completion increased to 90% , and in 2021, work completion experienced a significant decline to 65%. This was due to condition pandemic Which Finally influence performance Employees. The declining pace of work completion is impacting company performance and targets. This is due to the pandemic, which has limited employees' mobility and shorter working hours, limiting their ability to perform their jobs.

RESEARCH METHODOLOGY

Because the research data used in this study are numerical and are analyzed using statistical techniques, the research methodology is quantitative. World Capital Tower, Gedung, Jl. Mega Kuningan Barat ingkar Mega Kuningan No. 3 Lt 10, Setiabudi District, South Jakarta City, Special Capital Region of Jakarta, 12950 is the address of PT Elit Sukses Sekuritas, where this study was carried out. The population of this study consists of 60 employees of PT. Elit Sukses Sekuritas, and the sample size is 60 employees of PT. Elit Sukses Sekuritas if all of the population members are used as samples.

RESEARCH RESULT

Multiple Linear Regression Analysis

Results of Multiple Linear Regression Testing of Work Environment Variables (X1) , Work Discipline (X2) on Employee Performance (Y)

Coefficients ^a					
Model		Unstandar dized Coefficient s		Stand ardize d Coeffi cients	Sig.
		B	Std. Error	Beta t	
1	(Constant)	7,420	6,682	1,11 0	.271
	Work Environment	.901	.114	.589 7,88	.000 7
	Work Discipline	.944	.105	.674 9,02	.000 5

a. Dependent Variable: Employee Performance

Source: SPSS version 26 output results

The regression equation $Y = 7.420 + 0.901 X_1 + 0.944 X_2$ can be derived from the regression calculation analysis findings in the preceding table. The following inferences can be made from the above equation: a) constant value of 7.420 indicates that there is an employee performance value (Y) of 7.420 points in the absence of the variables Work Environment (X 1) and Work Discipline (X 2).

b) The Work Environment value (X 1) of 0.901 indicates that for every unit change in the Work Environment variable (X 1), there will be a corresponding change in employee performance (Y) of 0.901 points, provided that the constant is no change in the Work Discipline variable (X 2).

c) The Work Discipline value (X 2) of 0.944 indicates that for every unit change in the Work Discipline variable (X 2), there will be a corresponding change in employee performance (Y) of 0.944 points, assuming that the constant in the Work Discipline variable (X 2) remains same.

Multiple Correlation Coefficient Test

Work Environment Variables (X1) and Work Discipline (X2) Simultaneous Correlation Coefficient Analysis Results on Employee Performance (Y)

Model Summary ^b				
Model	R	R Square	Adjusted R Square	Standard Error of the Estimate
1	.830 ^a	.689	.678	6.97165
a. Predictors: (Constant), WORK DISCIPLINE, WORK ENVIRONMENT				
b. Dependent Variable: EMPLOYEE PERFORMANCE				

Source: SPSS version 26 output results

It is evident from the above table's simultaneous testing results that the correlation coefficient (R) value is 0.830. This suggests that there is a positive association between the work environment and work discipline and the magnitude of the influence of performance (Y) of 0.830, specifically a very strong level of relationship with an interval value of 0.800 - 1.000.

Coefficient of Determination Test (R Square)

The findings of the concurrent test of the determination coefficients of work discipline (X2) and work environment variables (X1) on employee performance (Y)

Model Summary ^b				
Model	R	R Square	Adjusted R Square	Standard Error of the Estimate
1	.830 ^a	.689	.678	6.97165
a. Predictors: (Constant), WORK DISCIPLINE, WORK ENVIRONMENT				
b. Dependent Variable: EMPLOYEE PERFORMANCE				

Source: SPSS version 26 output results

The work environment variables (X1) and work discipline variables (X2) have an impact on the employee performance variable (Y) of 68.9%, with the remaining 31.1% coming from the test results shown in the above table, which yielded a square value of 0.689.

Partial Hypothesis Testing (t-Test)

Partial t-Test Results of Work Environment Variable (X1) on Employee Performance (Y)

Coefficients ^a						
Model		Unstandardized Coefficients	Standardized Coefficients	t	Sig.	
	B	Std. Error	Beta			
1	(Constant)	51,080		7,172	.000	
	WORK ENVIRONMENT	.755	.175	.494	4,324	.000

a. Dependent Variable: EMPLOYEE PERFORMANCE

Source: SPSS version 26 output results

Based on the test results in the table above, the value obtained is *t calculate t table* or $4.324 > 2,001$). This is also reinforced by the *p value* $< Sig . 0.05$ or $(0.00 < 0.05)$. With thus so H_0 2 rejected And H_a 2 accepted,matter This show that there is influence Which Which significant relationship between the work environment and employee performance at PT Elit Sukses Sekuritas Kuningan, South Jakarta.

**Partial t-Test Results for Work Discipline Variable (x_2)
On Employee Performance (Y)**

Coefficients ^a						
Model		Unstandardized Coefficients	Standardized Coefficients	t	Sig.	
	B	Std. Error	Beta			
1	(Constant)	48,107		7,900	.000	
	WORK DISCIPLINE	.827	.148	.591	5,575	.000

a. Dependent Variable: EMPLOYEE PERFORMANCE

Source: SPSS version 26 output results

The computed t value is $> t$ table, or $(5.575 > 2.001)$, based on the test results in the preceding table. Additionally, the p-value $< Sig 0.05$ or $(0.00 < 0.05)$ supports this. PT. Elit Sukses Sekuritas in Kuningan, South Jakarta, has a strong correlation between employee performance and work discipline, as seen by the rejection of H_0 2 and acceptance of H_a 2.

Simultaneous Hypothesis Testing (F Test)

Simultaneous F-Test Results Between Work Environment (X_1) and Work Discipline (X_2) To Performance Employee (Y)

ANOVA ^a						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	6127.763	2	3063,881	63,038	.000 ^b
	Residual	2770.421	57	48,604		
	Total	8898.183	59			

a. Dependent Variable: EMPLOYEE PERFORMANCE
 b. Predictors: (Constant), WORK DISCIPLINE, WORK ENVIRONMENT

Source: SPSS version 26 output results

The p value < sig 0.05 or (0.00 < 0.05) supports the computed F value, which is > F table or (63.038 > 3.16), based on the test results in the above table. Therefore, H_0 was rejected and H_a was accepted. This indicates that work discipline and the work environment have a major impact on employee performance at the same time.

DISCUSSION

The Influence of Work Environment (X_1) on Employee Performance (Y)

The regression equation derived from the analysis's findings is $Y = 51.080 + 0.755 X_1$. The two variables have a fairly strong association, as indicated by the partial correlation coefficient of 0.494. The remaining is 75.6%, while the influence contribution or determination value is 24.4%. The calculated t value > t table, or $7.172 > 2.001$, was the result of the hypothesis test. At PT. Elit Sukses Sekuritas in Kuningan, South Jakarta, employee performance is significantly impacted by the work environment, as seen by the rejection of H_0 and acceptance of H_a .

Sedarmayanti (2019: 3) defines a work environment as the entirety of the equipment and supplies. Work, the workplace setting in which an individual operates, his work practices, and his work arrangements, both individually and collectively. One of the elements that might affect productivity is the work environment, which must be controlled as effectively as possible to inspire workers and facilitate the execution of their tasks. One of the most crucial aspects of employee work activities is the workplace.

The work environment has an impact on employee performance, according to research by Lyta Lestary titled Environmental Influence Work Against Employee Performance PT. Dirgantara Indonesia (2017). This supports the findings of a 2019 study by Dewi Rahayu et al. titled "The Influence of Environment Work And Wages To Performance Employees Of PT. Campina Ice Cream Industry TBK," which found that employee performance is influenced by the workplace.

The Influence of Work Discipline (X2) on Employee Performance (Y)

This yields the regression equation $Y = 48.107 + 0.827 X_2$. 0.591 is the partial correlation coefficient. This indicates that there is a very strong correlation between the two variables. The remaining is 65.1%, while the influence contribution or determination value is 34.9%. The determined t value $> t$ table, or $7.900 > 2.001$, was the result of the hypothesis test. As a result, H_{02} is denied and H_{a2} is approved, indicating that employee performance and work discipline at PT. Elit Sukses Sekuritas in Kuningan, South Jakarta, are significantly influenced.

One of the most important factors affecting employee performance is discipline. Employers must foster a strong work discipline culture through a variety of initiatives, including training, positive role modeling by superiors, and recognizing staff members who demonstrate exceptional work discipline. According to Sutrisno (2019:89), "discipline is a person's behavior that is in accordance with regulations and existing work procedures or discipline is an attitude, behavior, and actions that are in accordance with the regulations of the organization, both written and unwritten."

Work discipline had an impact on employee performance, according to the findings of a 2020 study by Darmadi titled *The Influence of Work Environment and Work Discipline on Employee Performance at Indomaret Kelapa Dua Gading Serpong Branch, Tangerang Regency*. The findings of a study by Rahmi Hermawati and Nurmalasari at PT Nawakara Arta Kencana Fatmawati in South Jakarta titled *The Influence of Work Stress and Work Discipline on Employee Performance in 2020* also support this.

The Influence of Work Environment (X1) and Work Discipline (X2) on Employee Performance

The regression equation derived from the analysis's findings was $Y = 7.420 + 0.901 X_1 + 0.944 X_2$. 0.830 is the simultaneous correlation coefficient. This indicates that there is a very strong correlation between the two variables. The remaining is 31.1%, whereas the determination value or impact contribution is 68.9%. H_{03} is rejected and H_{a3} is accepted since the hypothesis test yielded a computed F value $> F$ table, or $(63.038 > 3.16)$. This indicates that the work environment and work discipline have a considerable impact on employee performance at PT. Elit Sukses Sekuritas Kuningan, South Jakarta.

Two significant elements that can affect employee performance are the work environment and work discipline. For employees to perform at their best, businesses must establish a happy and encouraging work atmosphere and encourage strong work ethics.

According to the findings of a study by Sabarudin, Marissa (2018) titled *The Impact of Work and Discipline and Leadership Environment on Employee Performance at UPTP Office Hall, Productivity According to Kendari's research findings*, employee performance is influenced by both the work environment and work discipline at the same time. The study, *The Influence of the Work Environment and Work Discipline Work Discipline On Job Satisfaction of Private Vocational High School (SMK) Teachers in Pondok Aren District*, by Dewi Purnama Sari (2018), also supports this.

CONCLUSION

The following conclusions are drawn from the description in the preceding chapters, the analysis's findings, and the discussion of how work environment and discipline affect employee performance: With a value (t test) $t_{count} > t_{table}$ or ($7.122 > 2.001$), it is demonstrated that the work environment at PT. Elit Sukses Sekuritas Kuningan, South Jakarta, has a positive and significant impact on employee performance. reinforced by a partial determination coefficient value of 24.4%, with 75.6% in the remaining portion. It is 0.494 according to the partial correlation coefficient test. $Y = 51.080 + 0.755 X_1$ is the regression equation used in the basic linear regression analysis of the work environment variable (X_1).

Workplace discipline has been shown to significantly and favorably affect employee performance. PT. Elit Sukses Sekuritas Kuningan, South Jakarta, with a t test value of either $7.900 > 2.001$ or $t_{count} > t_{table}$. The partial determination coefficient value is 34.9%, with the remaining portion being 65.1%. In a straightforward linear regression study of the work discipline variable (X_2) using the regression equation $Y = 48.107 + 0.827 X_2$, the partial correlation coefficient test result was 0.591. PT. Elit Sukses Sekuritas Kuningan, South Jakarta, has demonstrated that it has a positive and significant impact on employee performance, as evidenced by a value (F test) $F_{count} > F_{table}$ or ($63.038 > 3.16$). This is reinforced by a simultaneous determination coefficient value of 68.9%, with the remaining portion being 31.1%. the test of 0.830 for the simultaneous correlation coefficient. $Y = 7.420 + 0.901 X_1 + 0.944 X_2$ is the regression equation used in multiple linear regression analysis.

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