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The Effect of Work Discipline and Work Environment on Employee Performance at PT. Crestec Indonesia, Bekasi Regency

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ABSTRACT

The research was conducted to determine the influence of work discipline and work environment on employee performance at PT CRESTEC INDONESIA, Bekasi Regency, both partially and simultaneously. The research method used is associative quantitative. The research sample consisted of 50 respondents obtained through a saturated sampling technique. The types of data used include primary and secondary data, with data collection techniques carried out through observation, interviews, questionnaires, and literature studies. The data analysis techniques used include data instrument testing, classical assumption testing, simple and multiple linear regression testing, correlation and determination coefficient testing, as well as partial and simultaneous hypothesis testing. The research results indicate that work discipline has a positive and significant effect on employee performance, with a significance value of 0.000<0.05 and a t-count value of 2,230>1.997 (t-table value). The work environment also has a positive and significant effect on employee performance, with a significant value of 0.000<0.05 and a t-count value of 5,609>1.997 (t-table value). Simultaneously, work discipline and work environment have a positive and significant effect on employee performance, with a significance value of 0.000<0.05 and an F-count value of 81,693>3.20 (F-table value). Work discipline and work environment also have a simultaneous determination level of 77.7%.
Keywords: Work Discipline, Work Environment, Employee Performance.

INTRODUCTION

"Work discipline is an attitude of respect, appreciation, and compliance with the rules that apply, both written and unwritten rules; and is willing to carry out or apply them while still accepting sanctions if he acts against the rules or duties and authorities that are his responsibility according to Ahmadi Umar et al (2023)".

Currently, PT. CRESTEC INDONESIA Bekasi Regency has 50 employees. The following table shows employee data at PT. CRESTEC INDONESIA Bekasi Regency.

Table 1. Absence Data of PT. CRESTEC INDONESIA, Bekasi Regency

Month	Number of Employees	Criteria				Number of Absenteeism
		Permission	Sick	Leave	Alpha	
January	50	6	6	2	1	15
February	50	2	3	1	3	9

March	50	7	7	3	2	19
April	50	5	7	3	4	19
May	50	11	5	9	9	34
June	50	8	2	2	3	15
July	50	4	1	3	1	9
August	50	7	3	3	2	15
September	50	6	4	4	2	16
October	50	2	1	3	2	8
November	50	3	2	2	1	8
December	50	9	5	5	7	26

Source: PT. CRESTEC INDONESIA 2024

From table 1. above shows that the level of employee discipline of PT. CRESTEC INDONESIA Bekasi Regency is suspected to be still relatively low, seen from the high number of absences in several months, especially in May which reached 34 absences and December as many as 26 absences, this is due to the lack of employee awareness in enforcing discipline, resulting in reduced employee responsibility, so there needs to be a role from PT. CRESTEC INDONESIA Bekasi Regency in providing sanctions for employees who are absent without explanation, because discipline will improve employee performance.

Sinambela in Taufik Akbar and Slamet (2019) "work discipline is a person's ability to work regularly, diligently continuously and work in accordance with applicable regulations without violating established regulations." From the explanation above, a conclusion can be drawn regarding work discipline which means the attitude and behavior that must be carried out by every employee in accordance with the regulations established by the office.

According to table 1.2 below regarding work discipline carried out on 20 employees at PT. CRESTEC INDONESIA Bekasi Regency, based on the results of the pre-survey, it appears that some employees of PT. CRESTEC INDONESIA Bekasi Regency have not fully complied with the regulations and demonstrated good work discipline, evidenced by only 60% of respondents agreeing that they comply with the regulations, and only 55% stating that they have a good level of absence, then with these results the company must provide more direction and training to utilize time effectively to employees.

The following is a table of the Pre-Survey of Work Discipline of PT. CRESTEC INDONESIA employees in Bekasi Regency.

Table 2 Pre-Survey Data on Employee Work Discipline at PT. CRESTEC INDONESIA Bekasi Regency

No	Discipline	Number of employees	Respondents' Answers		
			Agree	Don't agree	Presentation
1	Have employees complied with all applicable regulations?	20	12	8	60%
2	Have employees used their time effectively?	20	10	10	50%
3	Have employees carried out their responsibilities in their work and duties?	20	13	7	65%
4	Do employees have a good attendance rate?	20	11	9	55%

Source: PT. CRESTEC INDONESIA Employee Pre-Survey 2024

Besides work discipline, another factor that can influence employee performance is the work environment. The work environment is anything surrounding workers that can influence their performance, such as temperature, humidity, ventilation, lighting, noise, cleanliness, the workplace, and the adequacy of work equipment.

A conducive work environment provides a sense of security and enables employees to perform optimally. If employees enjoy their work environment, they will feel comfortable in their jobs and carry out their activities, thus utilizing their work time effectively. Conversely, an inadequate work environment can reduce employee performance.

The work environment is the atmosphere in which employees carry out their daily activities. Creating a conducive work environment ensures safety and provides opportunities for employees to perform their duties optimally. If employees are happy with their work environment, they will naturally feel at home there, able to work comfortably and safely. Conversely, if the work environment is inadequate or does not meet established standards, employees tend to demonstrate poor performance, according to Dems de Haan et al. (2022).

Problems that occur in the workplace are not only related to the physical environment but also the social environment. Companies should pay more attention to the work environment to improve employee performance. The work environment significantly influences employee performance. Besides the conditions for each worker to get along and cooperate with one another, the work environment must also be made as comfortable as possible. To create a comfortable environment, employees will certainly enjoy completing their work because it makes them feel at home working in the office.

The following is data on office facilities at PT. CRESTEC INDONESIA Bekasi Regency.

Table 3. Recapitulation of PT. CRESTEC INDONESIA Facility Data, Bekasi Regency

No	Facility	Availability	
		There is	No
1	PC/Laptop	✓	
2	Printing Machine	✓	
3	Workbench	✓	
4	Chair	✓	
5	Rubbish bin	✓	
6	air conditioning		✓
7	Wi-fi network		✓
8	Office stationery	✓	
9	Sanitation (Hand sanitizer, Tissue)	✓	
10	Photocopy Machine	✓	
11	First Aid Kit	✓	

Source: Researcher Observations 2024

It can be seen from the data above that the facilities at PT. CRESTEC INDONESIA Bekasi Regency are suspected of not having AC and Wifi Network, the company must provide it because it will make employees very comfortable when working, before conducting further research on the work environment of PT. CRESTEC INDONEISA Bekasi Regency, below the researcher also includes the results of interviews with sources, namely several employees of PT. CRESTEC INDONESIA Bekasi Regency.

Table 4. Pre-Survey Data of Employee Work Environment of PT. CRESTEC INDONESIA Bekasi Regency.

No	Work environment	Number of employees	Respondents' Answers		
			Agree	Don't agree	Presentation
1	Is the cleaning going well?	20	13	7	65%
2	Is the air circulation as needed?	20	10	10	50%
3	Is the lighting sufficient for vision?	20	10	10	50%
4	Is the air temperature comfortable enough?	20	8	12	40%
5	Is the noise well controlled?	20	10	10	50%

Source: PT. CRESTEC INDONESIA Employee Pre-Survey 2024

From the results of the Pre-Work Environment Survey conducted by researchers on 20 employees, it can be seen that the work environment of PT. CRESTEC INDONESIA Bekasi Regency is suspected to be still not good enough because the "Temperature" is not supportive, as shown in point 4, 12 out of 20 respondents answered disagree or equivalent to 60% disagree, so that the focus of work and employee comfort in doing their work which of course greatly affects employee performance.

Employees who understand how important it is to improve company performance have a high level of commitment to the company, this commitment is a manifestation of employee loyalty to the company's survival.

Employees who understand how important it is to improve company performance have a high level of commitment to the company, this commitment is a manifestation of employee loyalty to the company's survival.

"Factors that influence individual performance stem from work support, namely the work environment. The work environment is a factor that determines an individual or employee's performance, both physically and non-physically. For example, creating an atmosphere that provides a sense of safety and comfort, a clean workplace, and optimizing employee morale in every activity, thus maximizing performance," said Mulyono Burhan (2022).

Table 5. Pre-Survey Data of Employee Performance of PT. CRESTEC INDONESIA Bekasi Regency.

No	Employee performance	Number of employees	Respondents' Answers		
			Agree	Don't agree	Presentation
1	Have employees been honest in the workplace?	20	13	7	65%
2	Have employees implemented discipline?	20	13	7	65%
3	Do employees have a sense of responsibility?	20	11	9	55%
4	Do employees have creative creativity?	20	12	8	60%
5	Do employees have a sense of loyalty to the company?	20	11	9	55%

Source: PT. CRESTEC INDONESIA Employee Pre-Survey 2024

From the results of the researcher's Employee Performance Pre-Survey of 20 employees, it can be seen that the performance of PT. CRESTEC INDONESIA Bekasi Regency employees is suspected to be still not good enough in "Responsibility and Loyalty", in point 3 shows that 11 out of 20 respondents answered disagree or equivalent to 45% disagree, so the company must provide direction and training in order to increase work productivity for the company's progress in the future.

PT. CRESTEC INDONESIA Bekasi Regency is a company engaged in the printing sector, its human resources are developed to satisfy customers and provide a pleasant experience with PT. CRESTEC INDONESIA Bekasi Regency.

PT. CRESTEC INDONESIA, Bekasi Regency, operates in the offset printing and packaging industry. The company's growth extends beyond production capacity, with its management also participating in the development process, resulting in a company equipped with various facilities.

METHOD

Based on its nature, there are two types of research: quantitative and qualitative. According to Sugiyono (2020:44), quantitative research is a deductive, objective, and positive research method that incorporates numbers and quantification in data collection and analysis. Qualitative research is an inductive method for observing the behavior of social phenomena to discover the essence of the event. Based on the definition of each type of research, this research is categorized as quantitative research because the conclusions to be drawn are based on quantitative data obtained from measuring research variables using a Likert scale and then analyzed using a type of statistical method.

RESULTS AND DISCUSSION

Work Discipline Affects Employee Performance

Table 6. Simple Linear Regression Test Results (Work Discipline on Employee Performance)

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2.100	4.063		.517	.608
	Disiplin Kerja	1.182	.132	.792	8.984	.000

a. Dependent Variable: Kinerja Karyawan

Source: Data processed using SPSS 24 (2025).

Based on a simple linear regression test between work discipline and employee performance, the equation obtained was Y=2.100+1.182X1. Through this regression equation, the author then drew the following conclusions:

The constant value (a) is 2.100 and is positive. If the work discipline factor is eliminated or considered absent, employee performance will increase by 2.100 units.

Work discipline obtained a regression value of 1.182 and was positive. Therefore, it can be concluded that if work discipline increases, it will have a direct or unidirectional impact on employee performance of 1.182 units.

Work Environment Affects Employee Performance

Table 7. Simple Linear Regression Test Results (Work Environment on Employee Performance)

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	6.891	2.640		2.610	.012
	Lingkungan Kerja	.821	.068	.868	12.096	.000

a. Dependent Variable: Kinerja Karyawan

Source: Data processed using SPSS 24 (2025).

Based on a simple linear regression test between the work environment and employee performance, a simple linear regression equation was obtained, namely Y = 6.891 + 0.821 X 2. Through this regression equation, the author then drew the following

conclusions:

The constant value (a) is 6.891 and is positive. If the work environment factor is eliminated or assumed to be absent, employee performance will increase by 6.891 units.

The work environment obtained a regression value of 0.821 and is positive. Therefore, it can be concluded that if the work environment improves, it will have a direct or unidirectional impact on employee performance of 0.821 units.

Table 8 Multiple Linear Regression Test Results

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2.620	3.179		.824	.414
	Disiplin Kerja	.390	.175	.261	2.230	.031
	Lingkungan Kerja	.622	.111	.657	5.609	.000

a. Dependent Variable: Kinerja Karyawan

Source: Data processed using SPSS 24 (2025).

Based on the multiple linear regression test between work discipline and work environment on employee performance, the multiple linear regression equation formed from this analysis is Y=2.620+0.390X1+0.622X2 Where Y is Employee Performance, X1 is Work Discipline, and X2 is Work Environment.

Interpretation of Constant (a): The constant value is 2.620, which indicates that if there is no influence from Work Discipline and Work Environment (both are zero), the expected value of Employee Performance is 2.620. However, the practical interpretation of this constant needs to be considered according to the context.

Interpretation of Work Discipline Coefficient (X1): The coefficient for Work Discipline is 0.390 with a value of*t*The t-value is 2.230 and the significance value (Sig.) is 0.031. This indicates that Work Discipline has a positive and significant influence on Employee Performance. Every one-unit increase in Work Discipline is estimated to increase Employee Performance by 0.390 units, provided that other factors remain constant.

Interpretation of the Work Environment Coefficient (X2): The coefficient for the Work Environment is 0.622, with a value of*t*t-test of 5.609 and a significance value (Sig.) of 0.000. This indicates that the Work Environment also has a positive and highly significant effect on Employee Performance. Every one-unit increase in the Work Environment will increase Employee Performance by 0.622 units, provided that other factors remain constant.

Partial Correlation Coefficient Test

Table 9. Partial Correlation Coefficient Test Results

Correlations

		DISIPLIN KERJA	LINGKUNGAN KERJA	KERJA KARYAWAN
DISIPLIN KERJA	Pearson Correlation	1	.808**	.792**
	Sig. (2-tailed)		.000	.000
	N	50	50	50
LINGKUNGAN KERJA	Pearson Correlation	.808**	1	.868**
	Sig. (2-tailed)	.000		.000
	N	50	50	50
KERJA KARYAWAN	Pearson Correlation	.792**	.868**	1
	Sig. (2-tailed)	.000	.000	
	N	50	50	50

**. Correlation is significant at the 0.01 level (2-tailed).

Source: Data processed using SPSS 24 (2025).

Through the results of the tests conducted regarding the level of correlation coefficient between work discipline and the work environment partially on the performance of employees of PT. CRESTEC INDONESIA Bekasi Regency, the author draws the following conclusions:

Work discipline is stated to have a "strong" correlation level with the performance of PT. CRESTEC INDONESIA Bekasi Regency employees with a correlation coefficient value of 0.792 and is in the interval 0.600 – 0.799.

The work environment is stated to have a "very strong" correlation level with the performance of PT. CRESTEC INDONESIA Bekasi Regency employees with a correlation coefficient value of 0.,868 and is in the interval 0.800 – 1.000.

Table 10. Simultaneous Correlation Coefficient Test Results

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F Change
1	.881a	.777	.767	4.058	.777	81.693	2	47	.000

a. Predictors: (Constant), LINGKUNGAN KERJA, DISIPLIN KERJA

Source: Data processed using SPSS 24 (2025).

The test results show a very strong correlation between work discipline and the work environment simultaneously on employee performance at PT. CRESTEC INDONESIA Bekasi Regency. The author concludes that the correlation coefficient value of 0.881, which is in the 0.800-1.000 interval, supports this conclusion.

Partial Determination Coefficient Test

Work Discipline Affects Employee Performance

Table 11. Results of the Determination Coefficient Test (Work Discipline on Employee Performance)

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.792a	.627	.619	5.188

a. Predictors: (Constant), DISIPLIN KERJA

Source: Data processed using SPSS 24 (2025).

Through the test results conducted in table 4.19 related to the level of determination coefficient of work discipline on the performance of employees of PT. CRESTEC INDONESIA Bekasi Regency, the author draws the conclusion that work discipline is stated to have an influence with a determination level of 0.627 which when expressed as a percentage becomes 62.7% on the performance of employees of PT. CRESTEC INDONESIA Bekasi Regency.

Table 12. Simultaneous Determination Coefficient Test Results

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.881[a]	.777	.767	4.058

a. Predictors: (Constant), LINGKUNGAN KERJA, DISIPLIN KERJA

Source: Data processed using SPSS 24 (2025).

In table 4.21, the test results show that the coefficient of determination of work discipline and work environment simultaneously on employee performance at PT. CRESTEC INDONESIA Bekasi Regency is 0.767 or 76.7% in percentage form. Based on these results, the author concludes that work discipline and work environment simultaneously have a significant influence on employee performance of 76.7%.

Table 13. Partial Hypothesis Test Results (t-Test)

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients		
		B	Std. Error	Beta	t	Sig.
1	(Constant)	2.620	3.179		.824	.414
	DISIPLIN KERJA	.390	.175	.261	2.230	.031
	LINGKUNGAN KERJA	.622	.111	.657	5.609	.000

a. Dependent Variable: KERJA KARYAWAN

Source: Data processed using SPSS 24 (2025).

The results of partial hypothesis testing in table 4.22 above, provide conclusions which the author then explains as follows:

Work discipline is proven to have a positive and significant influence on employee performance, with a significance value of 0.031 which is smaller than 0.05 and a calculated t of 2.230 which is greater than the t table value of 1.997. Therefore, Ha1 is accepted and H01 is rejected in this study.

The work environment has been proven to have a positive and significant influence on employee performance, as seen from the significance value of 0.000, which is smaller than 0.05, and the t-test of 5.609, which is higher than the t-table value of 1.997. Thus, hypothesis Ha2 is accepted, while H02 is rejected.

Table 14. Simultaneous Hypothesis Test Results (F Test)



ANOVA[b]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	2690.146	2	1345.073	81.693	.000[a]
	Residual	773.854	47	16.465		
	Total	3464.000	49			

a. Predictors: (Constant), LINGKUNGAN KERJA, DISIPLIN KERJA

b. Dependent Variable: KERJA KARYAWAN

Source: Data processed using SPSS 24 (2025).

Based on the results of the simultaneous hypothesis test (F Test) displayed in the ANOVA table, it can be concluded that the regression model involving the independent variables of Work Discipline and Work Environment simultaneously has a significant influence on the dependent variable of Employee Performance. This is indicated by the calculated F value of 81.693, which is much greater than the F table value at a significance level of 5% (around 3.20 with df1 = 2 and df2 = 47). In addition, the significance value (Sig.) of 0.000 which is smaller than 0.05 further strengthens the evidence that this model is statistically significant. Thus, the alternative hypothesis (Ha) which states that the independent variables simultaneously affect employee performance is accepted, while the null hypothesis (H0) is rejected. These results indicate that both Work Discipline and Work Environment together make a significant contribution to improving Employee Performance.

DISCUSSION

Work Discipline on Employee Performance

The results of the study indicate that Work Discipline has a positive and significant influence on Employee Performance at PT. CRESTEC INDONESIA Bekasi Regency. This is evidenced by the t-value of 2.230 which is greater than the t-table of 2.011 at a significance level of 0.05, as well as a significance value (Sig.) of 0.031, which is smaller than 0.05. The regression coefficient of 0.390 indicates that every one unit increase in Work Discipline will increase Employee Performance by 0.390 units, assuming other factors remain constant. From a practical perspective, good work discipline, such as compliance with company rules, effective use of working time, and responsibility for tasks, can directly improve individual performance. Therefore, companies need to continue to ensure the implementation of consistent and fair work discipline policies to support employee productivity. This study shows that work discipline has a significant influence on employee performance. Therefore, companies are advised to improve work discipline through awards, career development, fair HR policies, and effective communication programs. Based on the results of this study, the findings align with those of Rahayu & Aprianti (2020) and Waruwu & Litani (2023), which showed that work discipline significantly impacts employee performance. However, these results differ from the study by Cahyoseputro et al. (2021), which concluded that work discipline does not significantly impact employee performance.

Work Environment on Employee Performance

The study also shows that the Work Environment has a stronger and more significant influence on Employee Performance compared to Work Discipline. The calculated t value of 5.609 is much greater than the t table of 2.011, with a significance level of 0.000 (less than 0.05). The regression coefficient of 0.622 indicates that every one unit increase in the Work Environment will increase Employee Performance by 0.622 units, assuming other factors remain constant. A conducive work environment, such as cleanliness, adequate lighting, good air circulation, and effective noise management, can improve employee comfort and productivity. These results underscore the importance of companies ensuring that the work environment supports the physical and psychological needs of employees. This study emphasizes the need for companies to improve the quality of the work environment, including cleanliness, comfortable facilities, and creating a conducive work culture. Based on the results of this study, the conclusion is in line with research conducted by Waruwu & Litani (2023) and Lebang & Paulina (2022), which showed that the work environment has a significant influence on employee performance. However, these results differ from research by Pradana & Santoso (2021), which stated that the work environment does not have a significant influence on employee performance.

Work Discipline & Work Environment on Employee Performance

The results of the simultaneous test (F Test) indicate that Work Discipline and Work Environment together have a significant influence on Employee Performance. This can be seen from the calculated F value of 81.693, which is much greater than the F table value of 3.20, with a significance level of 0.000 (less than 0.05). The coefficient of determination (R^2) value of 0.777 indicates that 77.7% of the variation in Employee Performance can be explained by the variables of Work Discipline and Work Environment, while the remaining 22.3% is explained by other factors not included in this study. From a managerial perspective, these results indicate that both Work Discipline and Work Environment are important factors that complement each other in improving employee performance. Although the work environment has a more dominant influence, work discipline remains an important component that should not be ignored. Therefore, companies are advised to integrate work discipline training programs with efforts to continuously improve the work environment in order to achieve optimal results. This study shows that companies need to integrate strategies to improve work discipline and improve the work environment to improve employee performance. Strategic steps can include career development, incentives, improved work facilities, and a supportive work culture. This study aligns with research by Waskito & Sumarni (2023) and Krismawati & Manuaba (2022), which showed that work discipline and the work environment simultaneously have a positive and significant impact on employee performance.

CONCLUSION

DisciplineWork Discipline on Employee Performance Work discipline has a positive and significant effect on employee performance, with a significance value of 0.031 (less than 0.05) and a calculated t value of 2.230 (greater than the t table of 2.011). The correlation value of 0.792 indicates a strong relationship, while the determination level of 62.7% indicates that work discipline makes a significant contribution to improving employee performance.

Work Environment on Employee Performance The work environment has a positive and significant effect on employee performance, with a significance value of 0.000 (less than 0.05) and a calculated t value of 5.609 (greater than the t table of 2.011). The correlation value of 0.868 indicates a very strong relationship, while the determination level of 75.3% indicates that the work environment provides a dominant contribution to improving employee performance.

Work Discipline and Work Environment on Employee Performance Simultaneously, work discipline and work environment have a positive and significant effect on employee performance, with a calculated F value of 81.693 (greater than the F table of 3.20) and a significance value of 0.000. The correlation level of 0.881 indicates a very strong relationship, while the determination level of 77.7% indicates that the combination of work discipline and work environment together makes a very large contribution to improving employee performance.

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