


An Influence of Motivation, Work Discipline, and Work Environment on Performance Employees of PT Aurora Indah Elektrik

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Article Info	ABSTRACT
Keywords: Work Motivation, Work Discipline, Work Environment, Employee Performance	This research aims to explore the impact of motivation, work discipline and work environment on employee performance at PT Aurora Indah Elektrik. This study involved 48 contract employees as a population with a sample size as large as the population. Data collection was carried out through questionnaires and analyzed using the multiple linear regression method with the help of SPSS 24.0. The results of the analysis show that motivation, work discipline and work environment individually and together have a positive and significant influence on employee performance. The most influential variable is work motivation. In addition, most of the variation in employee performance can be explained by motivation, work discipline, and work environment, while other factors also make significant contributions. In conclusion, the relationship between employee performance and motivation, work discipline and work environment shows a strong correlation.
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INTRODUCTION

PT. Aurora Indah Elektrik is a company that assembles neon lights and LED lights. Founded in 2012, this company is located on Jalan Medan-Binjai Km. 11.5, Puji Mulyo Village, Sunggal District. Most of the workers are part-time workers with a high workload. This is because the company pursues production targets every month, so it implements a policy of giving large work targets to its employees (Wakhyuni et al, 2021). Therefore, employees are required to provide excellent performance to complete the workload given to them (Waruwu & Ain, 2022).

Employee performance is very important for PT Aurora Indah Elektrik because it has a direct impact on achieving monthly production targets. As a company that assembles neon and LED lamps, PT Aurora Indah Elektrik relies on employee efficiency and productivity to meet increasing market demand. Employees who provide excellent performance can ensure smooth production and good product quality, which in turn increases customer trust. Apart from that, good employee performance also has the potential to reduce production costs and strengthen the company's competitiveness in a competitive market. Therefore, PT

Aurora Indah Elektrik really needs employees who can make maximum contributions to the company's success and growth (Wakhyuni & Wening, 2021).

The results of observations and pre-surveys conducted showed that some part-time employees experienced a decrease in work motivation, which was characterized by a decrease in employee work productivity, reduced employee initiative and enthusiasm for work, and the emergence of various complaints and dissatisfaction from employees which created emotional and psychological involvement of employees in work. they are starting to decline (Yolinza & Marlius, 2023). In fact, work motivation is very important for employee performance, because when employees feel motivated, they tend to have strong intrinsic and extrinsic drives to achieve their work goals (Wakhyuni & Wening, 2021) (Jufrizen & Noor, 2022). High motivation can increase enthusiasm, desire to achieve better results, and greater effort in carrying out their duties (Setiawan, 2022).

The results of observations and pre-surveys carried out also show that some contract employees often carry out disciplinary actions which are characterized by employees who often violate the rules and procedures set by the company which causes frequent product defects, ineffective use of working time, being late in arriving at the place. work, and begin to ignore the workload provided by the company (Dewi & Marpaung, 2023). This disciplinary action can disrupt employee performance because employees who have good performance tend to have compliance with rules and procedures, the habit of working regularly, and a high level of responsibility towards their work (Ahmad, 2019). Consistent work discipline helps ensure efficiency, timeliness and quality in carrying out tasks (Setiawan, 2022).

The results of observations and pre-surveys carried out also showed that some contract employees often complained about uncomfortable physical conditions in the factory because the temperature was too hot, poor ventilation so that air flow was less than smooth which caused humidity. This is exacerbated by a messy work environment with production materials in a narrow work area and the high noise from production machines disrupts employee comfort at work which can have an impact on employee performance (Waruwu & Ain, 2022). A positive and supportive work environment can create a pleasant atmosphere and provide employee comfort at work so that it can improve employee performance (Verawati et al, 2023) (Setiawan & Ritonga, 2017).

The high production target every month that must be completed by PT. Aurora Indah Elektrik requires companies to ensure that each contract employee is able to provide good performance so that the work targets assigned to employees can be completed or achieved (Wakhyuni et al, 2021). This is to ensure that production targets are not disrupted (Ritonga et al, 2020). Individually and collectively, whether work motivation, work discipline, and work environment influence the performance of PT Aurora Indah Elektrik employees is the problem formulation taken in this research.

Literature Review

Employee performance

Employee performance refers to the results obtained by individuals in carrying out their duties and responsibilities at work. This includes efficiency, productivity, work quality,

and contribution to organizational goals. Employee performance plays an important role in the success of a company because it has a direct impact on achieving company goals as well as the reputation and sustainability of the business. Performance is the result of work and behavior that has been achieved in completing the tasks and responsibilities given in a certain period (Kasmir, 2018). Kasmir (2018) explains that there are many factors that influence employee performance, both results and work behavior, namely: work discipline, organizational culture, job satisfaction, abilities and skills, leadership style, knowledge, work design, work environment, personality, work motivation, leadership , loyalty, and commitment. Effective management in motivating, managing and developing employees will help improve individual and overall organizational performance. Thus, employee performance is a key element in achieving competitive advantage and sustainable growth in business.

Quality of work, quantity of work, utilization of time, and teamwork are the four main indicators of performance (Kasmir, 2018). The results of research conducted by Soejarminto & Hidayat (2023), Bukhori & Karnawati (2023), Nofianto & Suwitho (2022), and Hustia (2020) show that simultaneously or together the variables of work motivation, work discipline and work environment have been proven. provide a positive and significant influence on employee performance.

Work motivation

Work motivation is an encouragement that encourages an employee to take positive actions in accordance with the company's needs and desires (Rivai, 2019). Employee work motivation can also be interpreted as an internal force that encourages individuals to achieve goals and satisfaction at work. Motivation can come from various sources such as intrinsic (personal satisfaction, achievement) and extrinsic (recognition, financial incentives) drives. Employees who have high work motivation tend to be more enthusiastic, focused and persistent in carrying out their duties. They feel connected to the company's goals and have meaning in their work. The relationship between work motivation and employee performance is close, where high motivation can increase productivity and work quality. Motivated employees are also more likely to seek creative solutions, overcome obstacles, and adapt to changes that occur. Therefore, management that is successful in generating employee work motivation can produce better performance and increase the overall success of the company.

Motives, expectations, and incentives are the three main indicators of work motivation (Rivai, 2019). The results of research conducted by Putra & Fernos (2023), Yolinza & Marlius (2023), Tsuraya & Fernos (2023), and Jufrizen & Noor (2022) show that individually or partially it is proven that work motivation has a positive and significant influence on performance. employee.

Work Discipline

Work discipline is an attitude where a person willingly and willingly obeys and complies with the rules and norms that apply in their environment (Sutrisno, 2017). Work discipline refers to obedience and responsibility in carrying out work tasks in accordance with the rules, norms and standards that apply in the workplace. This includes on-time

attendance, meeting deadlines, consistent quality of work, and adherence to operational procedures. Employees who have good work discipline tend to be more reliable, efficient and productive in carrying out their duties. Employees who maintain good work discipline tend to have higher levels of productivity. They are able to complete their tasks effectively and efficiently, produce quality work, and achieve targets set by the company. In addition, consistent work discipline also creates an orderly and stable work environment, which in turn can improve the overall performance of a team or department.

Absenteeism, compliance with regulations, compliance with work standards, and a high level of vigilance are the four main indicators of work discipline (Sutrisno, 2017). The results of research conducted by Dewi & Marpaung (2023), Fajri et al (2022), Maharani et al (2022), and Erni et al (2022) prove that individually or partially work discipline has a positive and significant influence on employee performance.

Work environment

The work environment is all the factors that are present around a worker and have the potential to influence the implementation of their assigned tasks (Nitisemito, 2020). The work environment refers to all the physical, social, and psychological elements of the workplace that influence employee experiences and behavior. This includes the work atmosphere, relations between employees, company policies, physical facilities, and organizational culture. A positive work environment creates conditions that support employees feeling comfortable, motivated and performing high. Conversely, an unsupportive or toxic work environment can hinder employee motivation and performance. A work environment that is supportive, inclusive, and provides support for employee development tends to increase their motivation, engagement, and productivity. On the other hand, an environment that is not conducive or full of conflict, pressure and injustice can cause stress, dissatisfaction and decreased performance.

Facilities, lighting, air temperature, room layout, and relationships between employees are the five main indicators of the work environment (Nitisemito, 2020). The results of research conducted by Verawati et al (2023), Saputra & Fernos (2023), Wokas et al (2022), and Shihab et al (2022) each show that individually or partially the work environment has an influence positive and significant on employee performance.

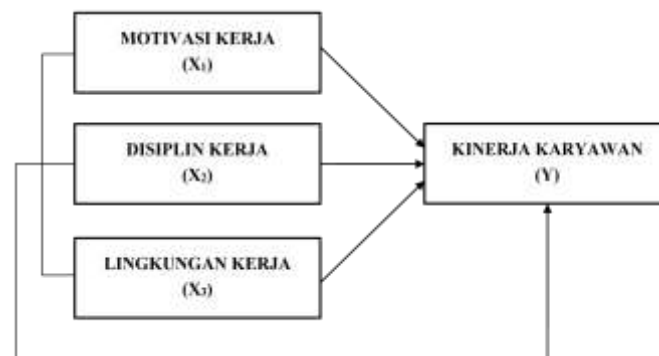


Figure 1. Research Conceptual Framework

METHODS

This research was conducted at PT Aurora Indah Elektrik which is located on Jalan Medan Binjai Km 11.5 Deli Serdang, North Sumatra 20351. The research subjects included all 48 contract employees of PT Aurora Indah Elektrik who were the objects of the research. The research sample also included 48 employees using saturated sampling techniques. This research utilizes three independent variables, namely Work Motivation (X1), Work Discipline (X2), and Work Environment (X3), as well as one dependent variable, namely Employee Performance (Y).

The research method used is an associative-quantitative approach with quantitative data analysis using multiple linear regression with the help of the SPSS 24.0 application. The collected questionnaire data is translated into numerical values using a Likert scale so that it can be processed by SPSS. Initial analysis includes validity and reliability of data. Next, classical assumption tests were carried out including normality, multicollinearity and heteroscedasticity. Multiple linear regression analysis is carried out according to the established formula: (Hasibuan, 2022) (Ahmad, 2022)

$$Y = \alpha + \beta_1 X_1 + \beta_2 X_2 + \beta_3 X_3 + e$$

Information: Y = Employee Performance, α = Constant, β = Regression Coefficient, X1 = Work Motivation, X2 = Work Discipline, and Hypothesis testing is carried out in two stages of testing, namely the t test (partial) and the F test (simultaneous), aimed at identifying partial and simultaneous influences (Wakhyuni & Wening, 2021). The final step involves a determination test to evaluate the contribution of the independent variable to the dependent variable and the extent of its influence (Andika, 2019).

RESULTS AND DISCUSSION

Data Quality Test

a. Validity test

The validity test is used to check the extent to which the measurement instrument can measure what it should measure (Setiawan, 2022).

Table 1. Validity Test Results

Variable	Question to -	Symbol	r count	r table	Validity
Work motivation (X1)	1	X1-1,1	0.904	0.279	Valid
	2	X1-1,2	0.672	0.279	Valid
	3	X1-1.3	0.802	0.279	Valid
	4	X1-2,1	0.922	0.279	Valid
	5	X1-2,2	0.929	0.279	Valid
	6	X1-2.3	0.548	0.279	Valid
	7	X1-3.1	0.956	0.279	Valid
	8	X1-3.2	0.866	0.279	Valid
	9	X1-3.3	0.903	0.279	Valid
Work Discipline (X2)	1	X2-1,1	0.735	0.279	Valid
	2	X2-1,2	0.402	0.279	Valid

Variable	Question to -	Symbol	rcount	rtable	Validity
	3	X2-2,1	0.419	0.279	Valid
	4	X2-2,2	0.835	0.279	Valid
	5	X2-3.1	0.622	0.279	Valid
	6	X2-3.2	0.808	0.279	Valid
	7	X2-4.1	0.823	0.279	Valid
	8	X2-4.2	0.615	0.279	Valid
Work environment (X3)	1	X3-1,1	0.769	0.279	Valid
	2	X3-1,2	0.661	0.279	Valid
	3	X3-2.1	0.629	0.279	Valid
	4	X3-2,2	0.756	0.279	Valid
	5	X3-3,1	0.594	0.279	Valid
	6	X3-3,2	0.741	0.279	Valid
	7	X3-4.1	0.578	0.279	Valid
	8	X3-4.2	0.880	0.279	Valid
	9	X3-5.1	0.533	0.279	Valid
	10	X3-5.2	0.880	0.279	Valid
Employee performance (Y)	1	Y-1,1	0.836	0.279	Valid
	2	Y-1,2	0.699	0.279	Valid
	3	Y-2,1	0.421	0.279	Valid
	4	Y-2,2	0.813	0.279	Valid
	5	Y-3,1	0.508	0.279	Valid
	6	Y-3,2	0.868	0.279	Valid
	7	Y-4,1	0.475	0.279	Valid
	8	Y-4,2	0.893	0.279	Valid

The results of the validity test show that each question on the variables Work Motivation (X1), Work Discipline (X2), Work Environment (X3), and Employee Performance (Y) has an rcount value that is greater than rtable, or $r_{count} > 0.279$. This finding confirms that the data obtained from distributing questionnaires for each variable is considered valid and reliable for use in further analysis, in accordance with previous research (Sugiyono, 2016).

b. Reliability Test

Reliability tests are used to evaluate the reliability and consistency of measurement instruments in producing consistent results over time (Setiawan & Ritonga, 2017).

Table 2. Reliability Test Results

Variable	Cronbach's Alpha	N of Items	Cronbach's Alpha Minimal	Reliability
Work Motivation (X1)	0.959	9	0.70	Reliable
Work Discipline (X2)	0.887	8	0.70	Reliable
Work Environment (X3)	0.921	10	0.70	Reliable
Employee Performance (Y)	0.899	8	0.70	Reliable

The results of the reliability test show that each variable Work Motivation (X1), Work Discipline (X2), Work Environment (X3), and Employee Performance (Y) has a Cronbach's Alpha value that exceeds 0.70. This finding confirms that all data obtained from distributing questionnaires for each variable is considered reliable and trustworthy for use in further analysis (Sujarweni, 2016).

Classic assumption test

a. Data Normality Test

The normality test is used to check whether the data in the sample is normally distributed or not (Ritonga et al, 2020).

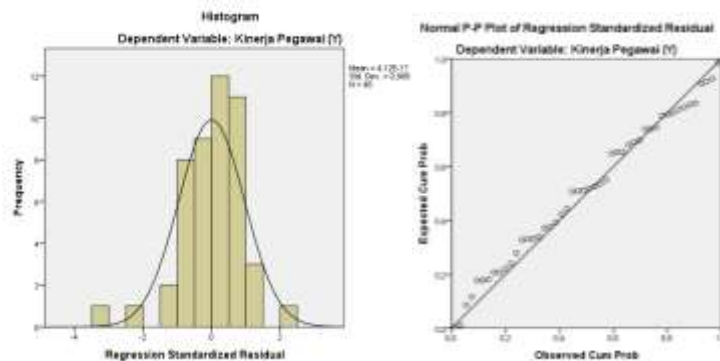


Figure 2. Histogram Curve and Normality PP Plot Graph

The histogram graph shows a bell pattern that is convex in the middle, with data distribution that is symmetrical and not skewed towards the left or right, in accordance with the explanation from Setiawan (2018) and Waruwu & Aina (2022). PP Plot depicts the distribution of data points around a diagonal line, with most of the data points being close to the line. This point distribution indicates that the respondents' answers have a normal distribution, which meets the normality assumption for the regression model (Setiawan et al, 2018) (Wakhyuni & Dalimunthe, 2020).

Table 3. Data Normality with Kolmogorov-Smirnov Test

One-Sample Kolmogorov-Smirnov Test	
Unstandardized Residuals	
N	48
<i>Asymp. Sig. (2-tailed)</i>	0.200c,d

The Kolmogorov-Smirnov test results show a significance value of 0.200, which is greater than 0.05. This indicates that the data has a normal distribution (Manullang & Manuntun, 2016), and thus meets the requirements of the classical assumption test (Andika, 2019).

b. Multicollinearity Test

The multicollinearity test is used to check the relationship between independent variables in the regression model (Setiawan, 2018).

Table 4. Multicollinearity Test Results

Model	Coefficients ^a				Conclusion
	Tolerance	Minimum Tolerance	VIF	Maximum VIF	
1 (Constant)					
Work Motivation (X1)	0.122	0.10	8,211	10	No Multicollinearity Problems
Work Discipline (X2)	0.137	0.10	7,279	10	
Work Environment (X3)	0.215	0.10	4,659	10	

a. Dependent Variable: Employee Performance (Y)

The Multicollinearity Test shows that the Tolerance and VIF (Variance Inflation Factor) values for each variable, namely Work Motivation (X1), Work Discipline (X2), and Work Environment (X3), are within the range that meets the criteria. Tolerance is greater than 0.10 and VIF is smaller than 10 (Manullang & Manuntun, 2016), indicating the absence of multicollinearity problems in these variables (Darmilisani, 2021).

c. Heteroscedasticity Test

The heteroscedasticity test is used to evaluate whether the variation of the dependent variable is not constant at all levels of the independent variable in the regression model, but varies unevenly (Wakhyuni et al, 2021)

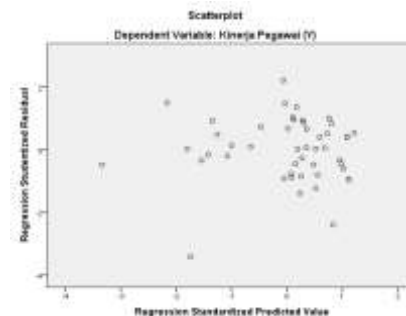


Figure 3. Scatterplot graph and Glejser test

Model	Sig.	Sig Terms.	Conclusion
1 (Constant)	0.059		
Work Motivation (X1)	0.335	> 0.05	There are no symptoms of heteroscedasticity
Work Discipline (X2)	0.956	> 0.05	
Work Environment (X3)	0.125	> 0.05	

a. Dependent Variable: Absolute_Residual

The scatterplot diagram shows that the 48 data points are scattered randomly without a clear pattern, are not in groups, and are evenly distributed along the zero Y axis. This indicates the absence of heteroscedasticity in the regression model (Merya et al, 2021). The Glejser test results also show that the variables Work Motivation (X1), Work Discipline (X2), and Work Environment (X3) have a significance value (sig) greater than 0.05, indicating the absence of heteroscedasticity in each independent variable. Therefore, the regression model can be said to meet standard assumptions (Soejarminto & Hidayat, 2023).

Multiple Linear Regression Analysis

Multiple linear regression analysis is a statistical method used to understand the relationship between one dependent variable and two or more independent variables in a regression model (Sujarweni, 2016). Multiple linear regression analysis is used to understand the relationship between one dependent variable and two or more independent variables in a regression model, with the aim of predicting the value of the dependent variable based on the independent variables (Ahmad, 2022).

Table 5. Multiple Linear Regression Test Results

Model	Coefficients ^a			Direction of Influence	Percentage of Influence
	UnStandardized Coefficients		Standardized Coefficients		
	B	Std. Error	Beta		
1 (Constant)	1,828	1,230			
Work Motivation (X1)	0.342	0.088	0.429	Positive	34.2%
Work Discipline (X2)	0.291	0.102	0.295	Positive	29.1%
Work Environment (X3)	0.211	0.062	0.280	Positive	21.1%

a. Dependent Variable: Employee Performance (Y)

The following multiple linear regression equation can be generated from the results of the multiple linear regression test: (Hasibuan, 2022).

$$Y = 1,828 + 0.342X_1 + 0.291X_2 + 0.211X_3 + e$$

The multiple linear regression equation above describes the following interpretation (Setiawan et al., 2018):

- When the value of each variable Work Motivation (X1), Work Discipline (X2), and Work Environment (X3) is zero, then Employee Performance (Y) has a value of 1.828. This shows the level of employee performance in conditions where work motivation, work discipline and work environment do not exist.
- Every one unit increase in the Work Motivation variable (X1) will result in an increase of 0.342 units in Employee Performance (Y). This indicates that work motivation has a positive influence on employee performance, which means that increasing work motivation will have an impact on increasing employee performance.
- Every one unit increase in the Work Discipline variable (X2) will cause an increase of 0.291 units in Employee Performance (Y). This shows that work discipline has a positive effect on employee performance, with increasing work discipline having an impact on increasing employee performance.

- d. Every one unit increase in the Work Environment variable (X3) will result in an increase of 0.211 units in Employee Performance (Y). This shows that the work environment has a positive influence on employee performance, so that improving the work environment will result in increased employee performance.

Hypothesis testing

a. t Test (Partial)

The t test is used to evaluate the significance of the influence of each independent variable partially on the dependent variable in the regression model (Manullang & Manuntun, 2016).

Table 6. T Test Results (Partial)

Model	tcount	ttable	Sig.	Sig Terms.	Influence Conclusion
1 (Constant)	1,486		0.144		
Work Motivation (X1)	3,904	2,015	0,000	< 0.05	Significant
Work Discipline (X2)	2,853	2,015	0.007	< 0.05	Significant
Work Environment (X3)	3,383	2,015	0.002	< 0.05	Significant

a. Dependent Variable: Employee Performance (Y)

In this research, t test analysis shows that Work Motivation (X1), Work Discipline (X2), and Work Environment (X3) significantly influence Employee Performance (Y) with a significance value (sig) < 0.05. These findings indicate that each independent variable has an important impact on the dependent variable (Wakhyuni et al., 2021). In addition, the tcount value which exceeds ttable (2.015) confirms that the influence of these variables individually is significant on employee performance.

In this research, Work Motivation (X1) is proven to be the dominant factor that has the most influence on Employee Performance (Y), with the highest t-count value of 3.904 and the smallest significance of 0.000, confirming that there is indeed the greatest influence of work motivation in improving employee performance (Wakhyuni & Dalimunthe, 2020).

b. F Test (Simultaneous)

The F test is used to evaluate the simultaneous significance of all independent variables on the dependent variable in the regression model (Manullang & Manuntun, 2016).

Table 7. F Test Results (Simultaneous)

Model	Sum of Squares	df	ANOVAa				Sig.	Sig requirements.	Conclusion
			Mean Square	F	Ftable				
1 Regression	1709,129	3	569,710						
Residual	118,183	44	2,686	212,105	2,816	0,000b	< 0.05	Significant	
Total	1827,313	47							

a. Dependent Variable: Employee Performance (Y)
b. Predictors: (Constant), Work Motivation (X1), Work Discipline (X2), Work Environment (X3)

The F test analysis in this study produces a significance value of 0.000, which is much smaller than the threshold value of 0.05. Thus, it is concluded that there is a significant simultaneous influence of Work Motivation (X1), Work Discipline (X2), and Work Environment (X3) on Employee Performance (Y). This decision refers to accepting the alternative hypothesis (Ha) and rejecting the null hypothesis (Ho), confirming that the independent variables together significantly influence the dependent variable. This is also in line with the resulting Fcount value of 212,105. Where the value of Fcount > Ftable or 212,105 > 2,816. Where Ftable resulting from the value $df_1 = k - 1 = 4 - 1 = 3$ and the value $df_2 = n - k = 48 - 3 = 44$ and F table can be seen in the F table list (Wakhyuni et al, 2021).

Determination Test

The determination test is a statistical analysis used to measure how much the independent variable can explain the variations or changes that occur in the dependent variable in a regression model. (Sugiyono, 2016). This provides information about how well the regression model can predict the dependent variable based on the independent variables used (Hasibuan, 2022).

Table 8. Determination Test Results

Model Summary b				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	0.967a	0.935	0.931	1.63890

Predictors: (Constant), Work Motivation (X1), Work Discipline (X2), Work Environment (X3)
b. Dependent Variable: Employee Performance (Y)

In this research, the test results show that work motivation, work discipline and work environment together contribute 93.1% to employee performance (Adjusted R Square = 0.931), while the remaining 6.9% is explained by other factors which were not included in this study. The relationship between Work Motivation (X1), Work Discipline (X2), and Work Environment (X3) with Employee Performance (Y) is categorized as very strong or very close because the resulting R value is in the range between 0.8 to 0.99, namely 0.967 (Hasibuan, 2022).

The Influence of Work Motivation on Employee Performance

The findings of this research confirm that work motivation partially has a positive and significant impact on employee performance at PT Aurora Indah Elektrik. Support for this can be seen from the t test results which show a positive value of 0.342, with a tcount of 3.904 which exceeds the ttable value of 2.015. This shows that work motivation partially positively and significantly influences employee performance. This conclusion is strengthened by previous research conducted by Putra & Fernos (2023), Yolinda & Marlus (2023), Tsuraya & Fernos (2023), and Jufrizen & Noor (2022), which also found a positive and significant relationship between work motivation and performance. employee. This finding is consistent with Kasmir's (2018) theory, which highlights work motivation as an important factor in influencing employee performance.

Work motivation has a positive and significant influence on employee performance

through several indicators including motives, expectations and incentives. First, motives reflect an individual's reasons or goals for working, such as personal achievement or career development. Strong motives can encourage employees to achieve the best results in their work. Second, hope is related to individual expectations regarding the work results produced. If employees have high expectations of rewards or recognition for their hard work, they tend to be more motivated to achieve those goals. Third, incentives, such as performance bonuses or promotions, provide additional encouragement for employees to improve their performance. The combination of strong motives, realistic expectations, and attractive incentives can increase employees' intrinsic and extrinsic motivation, which in turn significantly improves their performance. Therefore, paying attention to and meeting employee needs and expectations in terms of motives, hopes and incentives is an important step for companies to improve overall employee performance.

The Influence of Work Discipline on Employee Performance

The findings of this study confirm that the level of work discipline partially has a positive and significant effect on employee performance at PT Aurora Indah Elektrik. The results of multiple linear regression analysis show that in the t test, work discipline has a positive value of 0.291, $t_{count} = 2.853$, and $t_{table} = 2.015$. This indicates that work discipline partially contributes positively and significantly to employee performance. The findings of this research are in line with the results of research conducted by Dewi & Marpaung (2023), Fajri et al (2022), Maharani et al (2022), and Erni et al (2022) which show a positive and significant relationship between work discipline and employee performance. . Thus, increasing the level of work discipline can be considered an important factor in improving employee performance, in accordance with Kasmir's (2018) theory which highlights the role of work discipline in influencing employee performance.

Work discipline has a positive and significant impact on employee performance through various indicators, including absenteeism, compliance with regulations, compliance with work procedures, and high alertness. First, low absenteeism indicates employees are consistently present, increasing productivity and work quality. Second, compliance with regulations reflects commitment to organizational values, creating an orderly and stable work environment. Third, adherence to work procedures ensures consistency in carrying out tasks and reduces errors. Fourth, high alertness results in more accurate and efficient performance, and reduces the risk of accidents and errors. Overall, good work discipline leads to more productive, efficient, and responsible employees, which in turn improves the overall performance of the company.

The Influence of the Work Environment on Employee Performance

The research results show that the work environment has a partially positive and significant impact on employee performance at PT Aurora Indah Elektrik. Multiple linear regression analysis shows that in the t test, the work environment has a positive value of 0.211, $t_{count} = 3.383$, and $t_{table} = 2.015$. This shows that the work environment partially makes a positive and significant contribution to employee performance. These results indicate the acceptance of the proposed hypothesis, which is supported by research findings. An improvement in the work environment shows an increase in employee

performance, while a decrease in the work environment can reduce employee performance. This finding is consistent with previous research by Verawati et al (2023), Saputra & Fernos (2023), Wokas et al (2022), and Shihab et al (2022) which confirmed the positive and significant influence of the work environment on employee performance. This strengthens Kasmir's (2018) theory which highlights the role of the work environment as a factor that influences employee performance.

The work environment plays an important role in influencing employee performance through several key indicators. First, adequate facilities such as a comfortable work space and adequate work equipment can increase employee efficiency and comfort in carrying out their duties. Second, adequate lighting ensures good visual conditions, so employees can work with focus and accuracy. Third, a comfortable air temperature provides physical comfort and reduces stress, which in turn increases productivity. Fourth, an orderly and clean layout creates a structured and enjoyable work environment, facilitating collaboration and creativity. Lastly, good relationships between employees create a harmonious and supportive work atmosphere, encouraging team collaboration and mutual assistance. Overall, a good work environment contributes to the physical and mental well-being of employees, increasing motivation, productivity and overall company performance.

The Influence of Work Motivation, Work Discipline, and Work Environment on Employee Performance

The research results show that work motivation, work discipline, and work environment conditions together have a positive and significant impact on employee performance at PT Aurora Indah Elektrik. It can be observed from the F test with $F_{count} = 212.105$ exceeding the F_{table} value of 2.816, and a significance of $0.000 < 0.05$. The conclusion drawn is to accept H_a and reject H_o , showing a positive and significant influence. These findings support the results of previous research by Soejarminto & Hidayat (2023), Bukhori & Karnawati (2023), Nofianto & Suwitho (2022), and Hustia (2020), as well as Kasmir's (2018) theory regarding factors that influence employee performance.

Research findings show that work motivation, work discipline, and work environment contribute significantly to employee performance at PT Aurora Indah Elektrik. Multiple linear regression analysis confirms that these three factors, when combined, have a positive and significant impact on employee performance. Work quality, work quantity, time utilization, and teamwork are indicators that are closely related to employee performance. Increasing work motivation will encourage improvements in the quality and quantity of work. Work discipline will help in efficient and effective use of time, while a conducive work environment will support the creation of good team collaboration. Thus, all of these factors complement each other to increase employee productivity and performance holistically. This underlines the importance of a comprehensive approach in human resource management to achieve organizational goals effectively.

CONCLUSION

Work motivation, work discipline and work environment have a positive and significant influence both partially and simultaneously on employee performance at PT Aurora Indah Elektrik. Work motivation is the most important variable and the most influential variable in influencing employee performance. It is recommended that PT Aurora Indah Elektrik create a clean work environment with a comfortable air temperature. Motivate employees by providing recognition for achievements with adequate rewards and incentives. Strengthening work discipline through developing clear policies and procedures, as well as providing constructive feedback.

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