Influences of work discipline, motivation and Working Environment Non physical on Civil apparatus Performance

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Abstract

The purpose of this study was to determine the effect of work discipline, work motivation, and non-physical work environment on the performance of the state civil service (ASN) in the Regional Financial Management Agency of Maros Regency. The population in this study were all employees of the Maros Regency Regional Financial Management Agency, totaling 79 employees. This study uses the census method by taking the entire population of employees. Data collection techniques in this study were questionnaires. The analytical method in this study is SPSS 20. The results showed: 1) Work Discipline had a positive and significant effect on ASN performance in the Maros Regency Financial Management Agency, 2) Work Motivation, had a positive and significant effect on ASN performance at the Maros Regency Financial Management Agency, 3) The Work Environment had a positive and significant effect on ASN's performance at the Maros Regency Financial Management Agency.

1 Introduction

The Balance Scoore Card (BSC) is a performance assessment system that is expected to be one of the instruments in realizing the implementation of the system, E-performance is expected to provide the accuracy of the assessment through the identification of output and measured targets and concrete. As stipulated in Law No. 5 of 2014 concerning civil State apparatus of article 75 regarding performance Assessment and section 76 (2) that reads that civil servants ' performance Assessment is conducted objectively, measurable, accountable, participatory, and transparent. It should be acknowledged that the state civil apparatus performance is currently a strategic issue because it has serious complains towards public service in both the economic and political fields. In Economics, Civil State apparatus performance has an effect on the conditions of economic growth while in terms of politics, the performance of civil servants in the service is influential in the level of public confidence in the government. The State Civil Apparatus (ASN) has a very important role as civil servants are an element of State apparatus to conduct government and development in order to achieve the objectives of the State of Indonesia.

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Government agencies as an organization must have the objectives to be achieved. This objective is achieved or whether this goal is determined by the performance of the Organization itself. Organizational performance is certainly not missed from the interference of its officers. Civil State apparatus with good performance will result in good organtiation performance so that organizational objectives can be achieved. Conversely, if the civil State apparatus performance was poor then the objective of the Organization would also not be achieved (Son & Wikansari, 2017). Employee performance in performing the work is also influenced by the work discipline and work environment because of the discipline and environmental factors also play a strategic role in the implementation of routine tasks of civil State apparatus. According to Robbins (2015) Work discipline can be interpreted as an attitude and behavior voluntarily committed with full awareness and willingness to follow the rules that have been jointly stipulated either in writing or unwritten.

Declining work discipline and less kondusifnya work environment will affect the work efficiency and effectiveness of job tasks. Where discipline is unenforceable, motivation for work decreases, and unsupportive environment then the likelihood of a predetermined goal cannot be achieved effectively and efficiently. Sedarmayanti (2001), the work environment can be divided into 2, namely physical work environment and non-physical work environment. In This study the author focuses the non physical environment as a work environment instrument. This is based on the phenomenon that occurs in the field that the non-physical environment is also very important, because it relates to the social interaction between fellow ASN, its leadership, and more importantly is the atmosphere of the Spritualism ASN before the implementation of the party democracy or elections, if the physical environment is already ordinary, but the non physical can bring havoc for the performance of the Terajadi fenomen in the office of the Financial Management Agency of Maros Regency related to the disciplinary aspects of ASN's presence, in the year 2020 was changed in line with the implementation of the system of e-performance in real time. But for research purposes, the author present the ASN attendance information on the Research object as table 1.

Table 1. Summary of employee attendance, BPKD Maros Year 2018

Description	Amount	Description
TL-1	8	Late in the first 30 minutes
Tl-2	6	Late entry 60 Minutes from the hour of entry
Tl-3	3	Late entry 90 minutes from the hour of entry
Tl-4	4	Late entry above 90 minutes
PSW-1	15	Leave before time 30 minutes
PSW-2	8	Home Before Time 60 Minutes
PSW-3	4	Home before time 90 minutes
PSW-4	6	Go home Before time is above 90 minutes

Data Source: General and Staff, BPKD regency of Maros 2019

According to table 1, above, it can be known that ASN officers BPKD Kab. Maros which has attendance record consisting of 2 parts late entry, and home before time. Attendance Record During the year 2018 showed that the officers who arrived late 30 minutes the first of 8 employees, 60 minutes of entry hours as much as 6 people, and employees who were late for 90 minutes from the entry hours as much as 3 employees, and employees who were late in the above 90 minutes from office entry hours as much as 4 employees. This illustrates the level of discipline that is not yet good, because if it is compensated as a whole Employee's delay indicates the lack of disciplinary officers from the side of his presence. Meanwhile, the officers who went home before time came home 30 minutes before the time went home as many as 15 employees, the staff who went home 60 minutes before the time of 8, the staff who went home 90 minutes before the time returned 4 people, and the employee who returned in the top 90 minutes before the time went home as many as 6 employees. This indicates that personnel discipline still needs to be improved.

Table 2. Value of SKP ASN Financial Management Agency Maros 2018

Number	Indicators	Average
1	Service Orientation	85.42
2	Integrity	85.47
3	Commitment	85.44
4	Discipline	85.67
5	Cooperation	85.43
6	Leadership	85.87
7	Behaviour	85.40
Average Rating SKP		*86.12*

Based on table 2, it can be justifying that all performance assessment indicators based on PP 30 years 2019 have sufficient value with criteria. This means phenomenally, the urgency of this performance assessment has not been well implemented. So it raises the gap. To see the research Gap, it is necessary to be supported by the research conducted for example Silvan Tande Bura, Nurdin brasit, and Sumardi (2019), Tubagus Ahmad Darojat, DKK (2019), Eva Lestari Bangun (2019), in his own research found that both work discipline and work motivation have a partial and simultaneous influence on employee performance. On The other hand, the same research using different models or Construcs also Results in an inconsistent conclusion. For example, in the research of elegant Mahmud Putri et al (2019), by making working discipline as a variable of occupational environment moderation and employee performance, finding that working discipline is capable of mediating work and employee performance. That means that with the employees who are always disciplined in their work, surely they will further improve the performance of Dan with a comfortable environment will bring employees more discipline. It is also reinforced by the findings of the Samdin (2019), and Chusminah, & Haryati (2020)

Harry Kurniawan (2019), which makes the work motivation variable a mediation variable between the Displin, the working environment and the performance. Finding that the discipline does not affect the motivation of work, but through the motivation of work, it has a significant effect on performance, and working discipline has no direct effect on performance. Ummah (2017), discovering that working discipline has no effect on performance, the motivation significantly affects performance, and remuneration has a significant impact on performance. Similarly, Jajang Amiroso, Mulyanto (2015) in his research Influence of discipline, working environment, culture of organization and competence on Workers' Performance through Motivation, Job Satisfaction (Study in Regional Development Planning Board of Sukoharjo Regency). The results showed that all independent variables did not affect the motivation of work as an antecedent variable and through the results of the track analysis shows that the use of motivation and job satisfaction for disciplinary variables, work environment, organizational culture And Competence is ineffective against performance.

Related to the work motivation variables, according to the research by Rahman Amir (2019),found that partial work motivation did not affect the ASN performance of the general Bureau of Gorontalo State University. Then based on the Gap Research and phenomenon Gap above, the authors feel challenged to do the reasoning BACK to see the responsive dynamics of the ASN in the body of financial management of Maros regency related to the discipline of civilian apparatus and its motivations that according to writers, still ambivalent amid the demands of bureaucracy reform is as a professional ASN.

2 Research Method

The Research approach used is an associative quantitative research method that describes and describes the influence of work discipline, work motivation, and non-physical work environment to ASN performance in the District Financial Management Agency of Maros Regency. The population in this study is all employees of The Local financial management Agency Maros Regency amounting to as many as 79 employees. This study used the census method by taking the entire employee population. The technique of collecting data in this

research researcher uses only one of the questionnaires. The method of analysis in this study is SPSS 20: a) descriptive analysis, b) test instrument research: 1) validity and reliability tests, c) testing of classical assumptions: 1) test of normality 2) heterokedastisity Test 3) multicoliniearity, D) Multiple regression analysis, E) test F (simultaneous test), F) Partial test (Test-t).

3 Result and Discussion

Result

Based on the table 3 above then all research variables have a value of R count greater than the R table of 0.186, so that the question items in this study can be said to be valid. According to the table 4, above then all the research variables have a cronbach Alpha value Greater   than the standard value of 0.60 so that the items of question in this study can be said reliable

Table 3. All variable validity test results

Variable	Items	R-Count	R-Table	Description
X1. **Working discipline**	1	0.767	0.186	Valid
	2	0.620	0.186	Valid
	3	0.776	0.186	Valid
	4	0.789	0.186	Valid
	5	0.589	0.186	Valid
	6	0.672	0.186	Valid
X2. **Motivation work**	1	0.748	0.186	Valid
	2	0.839	0.186	Valid
	3	0.653	0.186	Valid
	4	0.748	0.186	Valid
	5	0.839	0.186	Valid
	6	0.653	0.186	Valid
X3. **Working environment**	1	0.783	0.186	Valid
	2	0.598	0.186	Valid
	3	0.589	0.186	Valid
	4	0.750	0.186	Valid
	5	0.604	0.186	Valid
	6	0.311	0.186	Valid
Y **Employee performance**	1	0.809	0.186	Valid
	2	0.789	0.186	Valid
	3	0.762	0.186	Valid
	4	0.809	0.186	Valid
	5	0.789	0.186	Valid
	6	1.000	0.186	Valid

Table 4. Reliability Test Results

Variable	*Cronbach Alpha*	Description
X1. Working Discipline	0.788	Reliable
X2. Motivation Work	0.836	Reliable
X3Working Environment	0.836	Reliable
Y. Employee performance	0.870	Reliable

   Spreads around the diagonal line and follows the direction of the line, so the regression model meets the normality assumption. Thus because the graph meets the assumption then the regression model qualifies for test normality. According to Santoso 2000) a good regression model is not the case of heteroskedastisity. It appears in the above image showing no heteroskedastisity. This is characterized by the absence of a clear pattern, as well as the point spread above and below the number 0 on the Y.
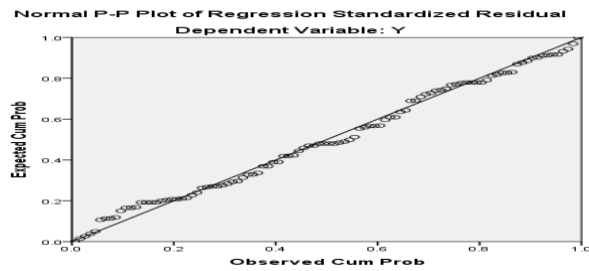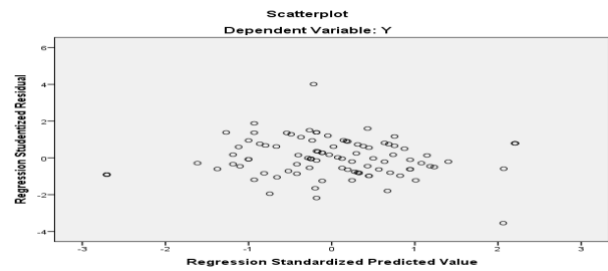
Figure 1. Normality

Picture 2. Heteroskedastisity

Table 5. Multicholinerity Test

		Correlations			Collinearity Statistics	
	Model	**Zero-Order**	**Partial**	**Part**	**Tolerance**	**Vif**
1	Constant					
	Working discipline	.373	.108	.091	.571	1,750
	Motivation work	.383	.347	.311	.966	1,035
	Working environment	.428	.263	.229	.576	1,735

(Coefficients$_a$)

According to the table 5, it can be said that the regression model qualifies for Multicholinergic tests. Multicolinearity means there is a perfect linear relationship among all the independent variables of the regression model. In good regression models should not occur correlation between independent variables. Multicolinearity test is performed by seeing tolerance value greater than 10%(0.10) with Variace Inflation Factor (VIF) less than 10, hence there is no multicolinearity. We will then be sure by looking at the other multicolinearity detection ways, which are based on the default value of errors and partial regression beta coefficients. In the table coefficient the default value of the error is less than one, namely X1 = 0.161, X2 = 0.088, and X3 = 0.130 where all the values are less than one. As well as the value of the beta coefficient is also less than one where X1 = 0.121 and X2 = 0.316, X3 = 0.302 It can be said that default values of low errors and multicolinearities are not detected.

Table 6, is known that the constant value is Bo = 0622, the Working discipline variable (X1) of 0.151, the work motivation variable, 0281, and the working environment 0.307 so that the regression equation can be seen as follows: Y = 0622 + 0,151 x1 + 0,281 x2   + 0.307.

Table 6. Results processed regression

Model		Unstandardized Coefficients		Standardized Coefficients	Q	Sig.
		B	**Std. Error**	**Beta**		
1	Constant	.622	.571		2,137	.036
	Working discipline	.151	.161	.121	2,403	.035
	Motivation work	.281	.088	.316	3,204	.002
	Working environment	.307	.130	.302	2,363	.021

(Coefficients$_a$)

R = 0.670	F count = 10,470
R$_2$ = 0.449	Sig = 0.000

Based on the results of the study that tested the influence of work discipline on ASN performance obtained the Count T value hitung = 2,403 > t table = 1,665 with significance rate of 0.035, smaller than the significant rate of α = 5%. These results indicate that in the calculation of the statistics the work discipline affects employee performance. Thus the first hypothesis that the work discipline affects ASN employee performance is proven (H1 accepted).

Based on the results of research that tests the impact of work motivation on ASN performance obtained T count value = 3,204 > t-table = 1,665 with significance rate of 0.002, less than the α level = 5%. These results indicate that in the calculation of work motivation statistics affect the performance OF ASN employees. Thus the second hypothesis which states that the motivation of work affects the performance of apparatur in in the Office of the Financial management body of Maros, proved (H2 accepted).

Based on the results of the study that tested the impact of the working environment on ASN Performance obtained the Count T value count = 2,363 > t-table = 1,665 with significance rate of 0.021, less than the α level = 5%. These results indicate that calculating the statistics of the work environment affects the performance of ASN. Thus the third hypothesis that the working environment affects ASN's performance at the office of the Financial Management Agency of Maros District is proven or accepted. (H3 received).

Discussion

The influence of work discipline on ASN performance

Based on the research results, the work discipline statistically positively and significantly affects ASN's performance in the Financial management Agency of Maros Regency. These results indicate that in the calculation of the statistical work discipline affects employee performance. The results of this research are in line with the theory that the work discipline is the treatment of the organization of employees as the stimulus is organized and interpreted to be a perception of the work discipline. Based on respondents ' answers to each dimension and indicator of the working discipline variables, consisting of three dimensions of civil servants ' supervision and coaching factors, rules and codes of conduct, and leadership factors, this dimension was adopted from Directorate of Supervision and Control of Code of ethics, discipline, dismissal, and retirement of civil servants of state personnel RI-2019.

The results of this study supported the research conducted by silvan tande Bura, Nurdin brasit, and Sumardi (2019), tubagus Ahmad Darojat, et al (2019), Eva Lestari Bangun (2019), Sa mdin (2019), Liestiani, Nurul Laras, Perizade, Badia, Hanafi, Agustina, and Zunaidah. (2019) which finds that working disciplines both partially and simulta, positively and significantly affect the performance of employees or employees. The results of the research, and the research mentioned above, are not in line with the research conducted by Harry Kurniawan (2019) who found that the discipline has an effect on performance but mediated by motivation. In research Mulyanto (2015), in his research summary suggests that the use of motivation and job satisfaction for disciplinary variables, working environment, organizational culture and competence is ineffective. This is because the direct effect is greater than that of that influence indirectly, making it more effective through direct pathways. Based on the research, the authors argue that the discipline of civil servants, in current condition is very effective if it is studied in direct relation, this is because the environment of the government organization today has implemented an online performance assessment system.

Impact of work motivation on performance

Based on the results of the study, showed that the work motivation statistically positive and significant impact on the performance of civil servants in Maros District Financial Management Agency. The results of research testing the influence of work motivation on ASN performance demonstrated that in the calculation of work motivation statistics have a positive and significant impact on employee performance. The results of this research are certainly in the direction of the motivational theory of Herzberg which says that the presence of the Motivator factor will cause employees to work harder. This Motivator factor can be found inside the work itself. For example work achievement, recognition, the nature of the work itself, responsibilities and opportunities for growth. According to Herzberg, absence of this Motivator factor will not lead to meaningful work dissatisfaction, but there is a Motivator factor that will give high satisfaction to the employees. Motivation is a dynamic process; Everyone can be motivated by different things. Perhaps a person will be motivated to work due to a salary offered or an increase in rank, or an offer of position and title, so that this then becomes positive energy.

The results of this research were sjalan with the research of Harry Kurniawan (2019), Silvan tande Bura, Nurdin brasit, and Sumardi (2019). Tubagus Ahmad Darojat, et al. (2019). Eva Lestari Bangun (2019). and Mulyanto (2015), who found that the motivation of work was positive and significant to the employee's

performance. While the research was not in line with this research was research from Rahman Amir (2019), which found that motivation has no relationship with performance.

Influence of working environment on employee performance

Based on the results of the study, showed that statistically the work environment is positive and significant to the performance of officers in the Financial management Agency of Maros Regency. The results of the study that tested the influence of the work environment on employee performance showed that a partial work environment has a positive and significant impact on employee performance. In the opinion Nitisemito (2002) non-physical work environments include an intercompany Dimension or indicator Relationship with co-workers, relationship between subordinates and leadership, and availability of work facilities for employees. When associated with Herzberg's theory, this nonphysical environmental factor is including in the dimension of Hyginis. For example wisdom, interpersonal relation. These factors according to the motivational theory of Herzberg need to gain reasonable attention from the leadership, so that the satisfaction and excitement of working subordinates can be increased. Based on the response the respondent found that the average value of 4.05 of the relationship indicator with the co-worker and the total score of 324 when compared with the highest value, then obtained the number 82.0 then according to Sugiyono (2010), belongs to the very high category on the first indicator. The Second indicator is a subordinate relationship with the leadership. This indicator has two statements that are related to subordinate leadership and leaders assisting subordinates in doing the work. The respondent's jaawaban indicates that the indicator has an average value of an indicator score of 317 or with an index value of 80.2 included in the high category. This means that in addition to the relationship, the chairman of BPKD Kab. Maros is a leader who has a spirit of life and can understand the employees ' environment and working conditions.

The results of this study are the way with the research of Liestiani, Nurul Laras, Perizade, Badia, Hanafi, Agustina, and Zunaidah. (2019), Samdin (2019), elegant Mahmud Putri et al (2019), Eva Lestari Bangun (2019). Silvan Tande Bura, Nurdin Brasit and Sumardi (2019), Harry Kurniawan (2019) where the research showed that the work environment is positive and significant to performance. But this research is not in line with jajang Amiroso, Mulyanto (2015), who stated that the working environment has no significant effect on the employee's performance. The difference with This research is amiroso using the variable Anteseden. Even Sarwani's research finds that the work environment has a dominant influence. Research of samdin (2019) above, in direct relation to this research, because it finds that the working environment has a dominant influence. It is also the reason of the dominance of the value of regression coefficient of the working environment in this study.

4 Conclusions

The results of this study found that the first hypothesis in this study stated that the work discipline is positive and significant to the performance of BPKD employees of Maros Regency is accepted or proven, the second hypothesis that the motivation of work is positive and significant to the performance of employees can be accepted or proved statistically, the third hypothesis in this study that said that the work This research is expected to improve employee work discipline, it is advisable to be asserted by the rules of staff discipline so that reward and penchmant to be the animator and grow the better. Motivating factors such as one of them IS TPP must be adjusted to the workload so that employees feel a chance with the workload. The work environment must be created by establishing interpersonal relationships between fellow employees, fellow leaders and other social environments. It is advised that this personality relationship should not be indicated by the influence of external forces that could damage the comfortable, dynamic environment.

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