

Work Environment on Work Discipline

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Abstract

This study examines the influence of the work environment on employee work discipline through a literature review. The main focus is to evaluate how elements of the work environment such as physical atmosphere, organizational culture, and social interactions affect the level of discipline. The methodology used is a literature review from various relevant sources. The findings indicate that a positive work environment can improve work discipline by increasing employee satisfaction and motivation. This study also identifies significant environmental factors and provides recommendations for improvement. The results are expected to provide insight into the development of human resource policies and strategies to create a work environment that supports better work discipline.

Keywords: Work Environment; Work Discipline; Employees.

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INTRODUCTION

The work environment plays a crucial role in determining the level of employee work discipline. Work discipline is an important factor in organizational productivity and efficiency. Various elements of the work environment, such as physical atmosphere, organizational culture, and social dynamics, can influence employee motivation and behavior. This study aims to review the existing literature on the influence of the work environment on work discipline, identify the most influential factors, and provide recommendations for improving the work environment. By understanding this relationship, organizations are expected to create an environment that supports work discipline and improves employee performance.

Work discipline is a tool used by leaders to communicate with employees so that they are willing to change their behavior and as an effort to increase harmony and a person's willingness to obey all applicable office regulations and social norms. (Aromega et al., 2019; Siregar et al., 2022; Syahdani et al., 2023). For example, some employees are habitually slow in working, neglecting necessary detail work, or engaging in inappropriate actions. Efforts to encourage employees to comply with regulations require appropriate management strategies and policies. One effective strategy is to increase employee motivation through a conducive work environment.

A good work environment includes several main aspects, namely physical, social, and psychological aspects. Physical aspects include work facilities, lighting, room temperature, cleanliness, and workspace layout. Comfortable physical conditions can help improve employee concentration and work efficiency, so that they are more disciplined in carrying out their duties. Conversely, a poor work environment, such as high noise, inadequate ventilation, or lack of supporting facilities, can cause fatigue and stress, which ultimately has an impact on decreasing work discipline.

In addition to physical factors, social aspects also have a significant influence on work discipline. Interactions between employees, relationships with superiors, and work culture within the organization can influence employee attitudes and behavior. Organizations that have a positive and supportive work culture, such as open communication, appreciation for performance, and support from coworkers, tend to have higher levels of work discipline. Conversely, a stressful work environment, conflict between employees, and lack of appreciation for employees can lead to decreased work enthusiasm and increased violations of existing regulations.

Psychological factors are also no less important in influencing employee work discipline. Motivation, job satisfaction, and a sense of involvement in the organization can encourage someone to be more obedient to company rules and policies. Employees who feel appreciated and given the opportunity to develop will be more motivated to work in a disciplined manner. Therefore, company management needs to pay attention to this psychological aspect by providing training, awards, and career development opportunities for employees.

To improve work discipline through a better work environment, organizations can implement several strategic steps. First, create a comfortable physical environment that supports productivity. Second, build a positive work culture by encouraging good communication between management and employees. Third, improve employee psychological well-being through motivational programs, training, and self-development. By implementing these steps, organizations can create a better work environment, improve employee discipline, and achieve more optimal business goals.

Overall, employee work discipline is greatly influenced by the work environment they face. Factors such as the physical condition of the workplace, social interactions within the organization, and motivation and job satisfaction play an important role in determining the level of work discipline. Therefore, organizations need to continue to optimize the work environment in order to improve employee productivity and overall performance.

Discipline is the mental attitude of a person or group of people who always want to carry out or comply with decisions that have been made. (Interaction et al., 2020; Sirait & Siregar, 2022; Siregar et al., 2022). Work discipline is explained based on Rivai's theory (Siregar et al., 2022) that work discipline is a tool used by managers to communicate with employees so that they are willing

to change their behavior as an effort to increase awareness and willingness of a person to comply with all company regulations and applicable social norms.

The work environment is one of the factors of work discipline. The work environment is everything that is around the workers and that can affect them in carrying out the tasks assigned or which are their responsibility. To increase productivity, the work environment greatly affects performance because a good work environment will create ease (Fithria et al., 2022; Indarwati, 2020; Sugiarti, 2020). The work environment greatly influences work discipline. This can be seen from the many studies on the relationship between the work environment and work discipline.

Through the explanation above, the researcher wants to examine the "Relationship between Work Discipline and Work Environment". The purpose of this study is to examine the influence of Work Environment on Work Discipline. The limitation of this study is only Library research through literature relevant to the title taken in the study.

RESEARCH METHODS

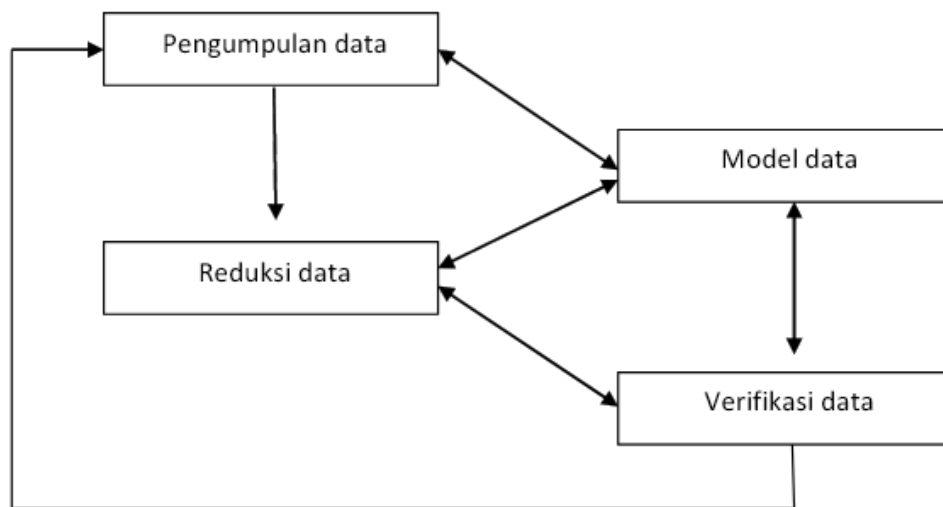
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The method used in this study uses a literature review with a descriptive approach from research articles. Literature review is the process of evaluating and summarizing existing research on a particular topic. This is an important part of research that helps researchers understand the context, theoretical basis, and relevant previous findings. Article searches were conducted through the ResearchGate, Google Scholar, and Garuda Jurnal databases using keywords such as "satisfaction," "consumers," and "customers."

The criteria for articles used in this study are articles that have been published in the period 2016 to 2023. The selection of articles is based on relevance to the research topic and the quality of the methodology used in the studies. The data obtained are used to identify and analyze various factors that influence consumer satisfaction, including aspects of product quality, customer service, price, and brand perception.

In addition, this method also allows researchers to explore various approaches that have been applied in previous studies to understand patterns and trends in consumer satisfaction. With a comprehensive analysis of various academic sources, this study is expected to provide deeper insights into the factors that contribute to the level of consumer satisfaction and provide recommendations that can be applied in business practices to increase customer loyalty.

Data analysis techniques are carried out when all data has been collected, so that the collected data provides research results. The following are the stages of data analysis carried out.



RESULTS AND DISCUSSION

The results of the literature review show that a conducive work environment plays an important role in improving employee work discipline. A good work environment includes not only physical aspects but also psychological and social aspects. Physical factors such as cleanliness, adequate lighting, good air circulation, and comfort of the workplace can increase employee productivity and discipline. A comfortable environment reduces stress and increases focus, so that employees are more motivated to work well.

In addition to physical aspects, organizational culture also plays an important role in shaping work discipline. A culture that supports open communication, transparency, and appreciation for employee achievement can increase a sense of belonging and responsibility. When employees feel valued and appreciated for their hard work, they tend to be more disciplined in carrying out their duties. Support from management and harmonious relationships between employees also contribute to the formation of a positive work environment.

Research shows that work motivation is correlated with a good work environment. Employees who feel comfortable and supported in their work will be more committed to their responsibilities. Therefore, it is important for organizations to continue to improve the conditions of the work environment in order to create optimal work discipline.

As a recommendation, companies need to pay attention to factors such as improving physical facilities, creating a healthy work culture, and strengthening interpersonal relationships between employees. Training for managers and team leaders is also important so that they can create an environment that supports and motivates employees. Thus, a conducive work environment not only improves discipline, but also productivity and overall employee well-being.

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Research on the Influence of Work Environment on Work Discipline on Employee Performance of PT. Pos Indonesia Samarinda (Ramadan & Fitriansyah, 2022) shows a significant relationship between work environment and work discipline on employee performance. The results of this study indicate that work environment and work discipline simultaneously have a positive effect on employee performance at PT. Pos Indonesia in Samarinda City.

In addition, research on the Relationship between Work Discipline, Work Environment, and Work Ethic with Nurses' Work Productivity in the Inpatient Ward of Pertamina Bintang Amin Hospital, Bandar Lampung (Sani, 2019) found that 78.8% of respondents had good work productivity. The results of the analysis showed a relationship between work discipline, work environment, and work ethic with work productivity.

Furthermore, the study of the Influence of Work Discipline, Work Environment, and Work Motivation on Employee Performance at PT. Hazara Cipta Pesona (Nurjaya, 2021) found that work discipline, work environment, and work motivation each have a positive and significant effect on employee performance at PT. Hazara Cipta Pesona.

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Various studies have been conducted to examine the relationship between work discipline, work environment, and other variables on employee performance and loyalty in various sectors. In a study conducted by (Sutrisnoputri et al., 2018) Regarding the relationship between work discipline and work environment on nurse performance in the Inpatient Ward of Tugurejo Regional General Hospital, Semarang, it was found that there was no significant relationship between the work environment and nurse performance. This is evidenced by the p-value of 0.332, which indicates that the work environment does not have a strong enough influence on nurse performance in the hospital.

In contrast to research conducted by (Tyas & Sunuharyo, 2018), which examines the influence of work discipline and work environment on employee performance simultaneously. The results of their study indicate that both variables have a significant influence on employee performance, with an F probability of 0.000 (<0.05). Partially, work discipline and work environment also have a significant influence on performance, with a significance value of t of 0.000 each.

Meanwhile, in the research (Pardede, 2023) which examines the influence of work environment, work discipline, and work motivation on employee loyalty at PT. United Rope, it was found that the work environment has a significant influence on employee loyalty. Work discipline also has an effect, with a t-value of 0.627 which is smaller than the t table of 1.990, and a significance value of 0.533 (<0.05).

In research (Hermawan, 2022) Regarding the influence of work environment, work stress, and workload on performance at PT. Sakti Mobile Jakarta, it was found that the three independent variables have a significant influence, both partially and simultaneously. The percentage of influence is 37.8% for the work environment, 41.2% for work stress, and 20.1% for workload. Together, these three variables have an influence of 44.8% on employee performance.

Various studies have been conducted to examine the influence of work discipline, motivation, work environment, and other variables on employee productivity and performance in various industrial sectors.

Research conducted by (Usmeila, 2023) examines the influence of discipline, motivation, and work environment on employee productivity at PT Telexindo Bizmart. The results of the study indicate that work discipline has a significant effect on employee productivity. Work motivation



also has a significant effect on employee productivity. In addition, partially, the work environment also affects productivity, which confirms that good work environment conditions can improve the efficiency and effectiveness of employee performance.

Similar findings were also obtained in research conducted by (Aspiyah & Martono, 2016), which examines the influence of work discipline, work environment, and training on employee work productivity. The results of the study indicate that these three variables partially have a positive and significant influence on productivity. From these results, the researcher concluded that the higher the level of employee discipline, the better the work environment, and the better the quality of training provided, the more employee work productivity will increase.

However, different results were found in a study conducted by (Saleh & Utomo, 2018) at PT Inko Java Semarang. This study examines the influence of work discipline, work motivation, work ethic, and work environment on employee productivity in the production department. The results showed that the work environment variable had a t count of $-0.267 < -t \text{ table } -1.99$, indicating that the work environment did not have a significant effect on work productivity. In addition, although work discipline and work ethic showed positive results, both did not have a significant effect on productivity. On the contrary, the work motivation variable had a significant effect on productivity, confirming that employee internal drive plays a more dominant role than environmental factors.

Another study conducted by (Arifa & Muhsin, 2018) examined the influence of work discipline, leadership, and work environment on performance through work motivation. The results showed that work discipline has a positive and significant influence on performance through work motivation, as well as leadership which shows a positive and significant influence. However, the work environment does not have a significant effect on performance through work motivation. This shows that although the work environment is important, discipline and leadership factors have a more dominant role in improving employee performance through work motivation.

From these various studies, it can be concluded that work discipline, work motivation, and work environment factors have different impacts on employee productivity and performance, depending on the conditions and characteristics of the organization where the research is conducted.

Based on several expert opinions and previous research results, it is obtained that the work environment affects work discipline in employees, this happens because employees will be disciplined if they have a work environment in the form of supporting facilities, as well as a harmonious relationship between employees, so that it can give rise to a disciplined attitude in employees. In addition, employees will feel disciplined if they are motivated by colleagues and superiors, and receive appreciation for the success of the work that has been done.

CONCLUSION

Based on various studies that have been reviewed, it can be concluded that work discipline, work environment, and motivation have an important role in improving employee performance and productivity. However, the influence of each of these factors can vary depending on the organizational context and the industrial sector where the research is conducted.

Several studies have shown that a good work environment contributes to increased work discipline and employee productivity. Physical factors such as cleanliness, lighting, and comfort of the workplace can increase focus and reduce stress, so that employees are more motivated to work optimally. In addition, an organizational culture that supports open communication, transparency, and appreciation of employee performance can also increase their sense of responsibility and loyalty to the company.

However, there are also studies that find that the work environment does not always have a significant influence on employee productivity or performance. In some cases, work motivation and leadership factors have a greater impact than the work environment. This shows that in addition to improving the physical and social conditions of the work environment, companies also

need to pay attention to internal factors such as individual encouragement, training, and effective leadership.

As a recommendation, companies need to create a conducive work environment, improve work discipline through clear policies, and provide continuous motivation for employees. Thus, employee productivity and welfare can continue to be improved.

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