



DETERMINANT OF DEVELOPMENT PERFORMANCE OF PT AURORA INDAH ELEKTRIK

Zulkarnain Hutagalung¹, Wilchan Robain²

^{1,2}Magister Management, Universitas Pembangunan Panca Budi (UNPAB) Medan,
Indonesia

e-mail: 1zulkarnainnhtg@gmail.com, 2wilchan_robain@dosen.pancabudi.ac.id

Abstract

This research aimed to find the effect of motivation, work discipline, and work environment, both partially and simultaneously, on the performance of PT Aurora Indah Elektrik employees. Respondent in this research was 48 contract employees. The sampling technique used was saturated sampling, and a questionnaire was used for collecting primary data. The research data were analyzed quantitatively using multiple linear regression methods with the help of the SPSS 24.0 application. The results of the quantitative analysis show that motivation, work discipline, and work environment both partially and simultaneously had a positive and significant effect on the performance of PT Aurora Indah Elektrik employees. Partial t-test results showed that motivation had $t_{count} (3.904) > t_{table} (2.015)$ with a significance of $0.000 < 0.05$. Work discipline had $t_{count} (2.853) > t_{table} (2.015)$ with a significance of $0.007 < 0.05$. The work environment had $t_{count} (3.383) > t_{table} (2.015)$ with a significance of $0.002 < 0.05$. The simultaneous F test results showed that $F_{count} (212.105) > F_{table} (2.816)$ with a significance of $0.000 < 0.05$. The most dominant variable affecting employee performance was the work motivation variable, with the largest tcount. The results of the determination test showed that 93.1% of employee performance could be explained and obtained from motivation, work discipline and work environment. In contrast, the rest was obtained from other factors. Employee performance strongly relates to motivation, work discipline, and work environment.

Keywords : Work Motivation; Work Discipline; Work Environment; Employee Performance.

Abstrack

Penelitian ini bertujuan untuk mencari pengaruh motivasi, disiplin kerja, dan lingkungan kerja baik secara parsial maupun secara simultan terhadap kinerja karyawan PT Aurora Indah Elektrik. Respondent pada penelitian ini sebanyak 48 orang karyawan Borongan. Teknik sampling yang digunakan adalah sampling jenuh. Pengumpulan data primer dilakukan dengan menggunakan kuesioner. Data penelitian dianalisis secara kuantitatif menggunakan metode regresi linear berganda dengan bantuan aplikasi SPSS 24.0. Hasil analisis kuantitatif menunjukkan bahwa motivasi, disiplin kerja, dan lingkungan kerja baik secara parsial maupun secara

simultan berpengaruh positif dan signifikan terhadap kinerja karyawan PT Aurora Indah Elektrik. Hasil uji t secara parsial menunjukkan bahwa motivasi memiliki $t_{hitung} (3,904) > t_{tabel} (2,015)$ dengan signifikan sebesar $0,000 < 0,05$. Disiplin kerja memiliki $t_{hitung} (2,853) > t_{tabel} (2,015)$ dengan signifikan sebesar $0,007 < 0,05$. Lingkungan kerja memiliki $t_{hitung} (3,383) > t_{tabel} (2,015)$ dengan signifikan sebesar $0,002 < 0,05$. Hasil uji F secara simultan menunjukkan bahwa $F_{hitung} (212,105) > F_{tabel} (2,816)$ dengan signifikan sebesar $0,000 < 0,05$. Variabel yang paling dominan mempengaruhi kinerja karyawan adalah variabel motivasi kerja dengan nilai t_{hitung} terbesar. Hasil uji determinasi menunjukkan bahwa 93,1% dari kinerja karyawan dapat dijelaskan dan diperoleh dari motivasi, disiplin kerja, dan lingkungan kerja, sedangkan sisanya diperoleh dari faktor lain. Dimana kinerja karyawan memiliki hubungan yang sangat kuat terhadap motivasi, disiplin kerja, dan lingkungan kerja.

Kata Kunci: *Lingkungan Kerja; Motivasi Kerja; Kinerja Pegawai.*

A. INTRODUCTION

PT. Aurora Indah Elektrik is an assembly company for fluorescent light bulbs and Led light bulbs. This company has been established since 2012 which is located on Jalan Medan-Binjai Km. 11.5 Puji Mulyo Village, Sunggal District. Most of the workers are wholesale workers who have a high workload. This is because the company pursues production targets every month, so the company takes a policy of giving large work targets to its employees (Primasari et al., 2019; Trisnaningtyas et al., 2023; Wakhyuni et al., 2021). Therefore, employees are required to have excellent performance to be able to complete the workload given by employees (Asfihani et al., 2021; Hasibuan et al., 2024).

The results of observations and pre-surveys conducted show that some wholesale employees experience a decrease in work motivation which is characterized by a decrease in employee work productivity, a decrease in employee initiative and enthusiasm at work, and the emergence of various complaints and dissatisfaction from employees that make employees' emotional and psychological involvement in their work begin to decline (Iswanto et al., 2020; Yolinza & Marlius, 2023). In fact, work motivation is very important for employee performance, because when employees feel motivated, they tend to have a strong intrinsic and extrinsic drive to achieve their work goals (Jufrizen & Noor, 2022; Wakhyuni et al., 2021). High motivation can increase enthusiasm, the desire to achieve better results, and greater effort in carrying out their duties (Setiawan, 2022; Yusida et al., 2021).

The results of observation and pre-survey conducted also show that some wholesale employees often commit disciplinary actions which are characterized by employees who often violate the rules and procedures that have been set by the company which causes frequent product defects, ineffective use of working time,

late attendance at work, and starting to ignore the workload given by the company (Dewi & Marpaung, 2023; Iswanto et al., 2020). These disciplinary actions can interfere with employee performance because employees who have good performance tend to have adherence to rules and procedures, habits to work regularly, and high responsibility for their work (Ahmad et al., 2019). Consistent work discipline helps ensure efficiency, timeliness, and quality in the implementation of tasks (Setiawan, 2022).

The results of observations and pre-surveys conducted also show that some wholesale employees often complain of uncomfortable physical conditions in the factory due to too hot temperatures, poor ventilation so that the airflow is less smooth which causes humidity. This is exacerbated by a messy work environment with production materials with a narrow work area and coupled with high noise from production machines, making employee comfort at work disturbed which can have an impact on employee performance (Waruwu & Ain, 2022). A positive and supportive work environment can create a pleasant atmosphere, can 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 wholesale employee is able to provide good performance so that the work targets that have been imposed on employees can be completed or achieved (Wakhyuni et al, 2021). This is to ensure that production targets are not disrupted (Ritonga et al, 2020).

Some of the problem formulations taken in this study are based on the background that has been described:

1. Does work motivation partially have a positive and significant effect on the performance of PT Aurora Indah Elektrik's employees?
2. Does work discipline partially have a positive and significant effect on the performance of PT Aurora Indah Elektrik's employees?
3. Does the work environment partially have a positive and significant effect on the performance of PT Aurora Indah Elektrik's employees.
4. Whether work motivation, work discipline, and work environment simultaneously have a positive and significant effect on the performance of PT Aurora Indah Elektrik's employees.

B. THEORETICAL STUDIES

Employee Performance

(Kasmir, 2016) stated that performance is the result of work and behavior that has been achieved in completing the tasks and responsibilities given in a certain

period. Kasmir (2016) explained that there are many factors that affect employee performance, both results and work behavior, namely: abilities and skills, knowledge, work design, personality, work motivation, leadership, leadership style, organizational culture, job satisfaction, work environment, loyalty, commitment, and work discipline. According to Kasmir (2016), there are four employee performance indicators, namely: work quality, work quantity, time utilization, and teamwork.

The results of research conducted by (Bukhori & Karnawati, 2023; Nofianto & Suwitho, 2022; Soejarminto & Hidayat, 2023; Suprapti et al., 2020) show that work motivation, work discipline, and work environment simultaneously have a positive and significant effect on employee performance.

Work Motivation

(Rivai, 2016) stated that work motivation is the driving force in an employee to do a certain action in a positive direction according to the needs and desires of the company. According to Rivai (2016) work motivation can be measured using three indicators, namely: motives, expectations, and incentives. The results of research conducted by (Jufrizen & Noor, 2022; Tsuraya & Fernos, 2023; Yolinza & Marlius, 2023) show that work motivation has a positive and significant influence on employee performance.

Work Discipline

(Soetrismo, 2016) stated that work discipline is an attitude of willingness and willingness of a person to comply and obey the norms and regulations that apply around him. According to Soetrismo (2016), work discipline can be measured using four indicators, namely: attendance, compliance with regulations, compliance with work standards, and high level of vigilance. The results of research conducted by Dewi & Marpaung (2023), Fajri et al (2022), Maharani et al (2022), and Erni et al (2022) all show that work discipline has a positive and significant influence on employee performance.

Work Environment

(Nitisemito, 2020) stated that the work environment is everything that exists around the worker and that can affect him or her in carrying out the tasks charged. Nitisemito (2020) also stated that the work environment can be measured by five indicators, namely: facilities, lighting, air temperature, room layout, and relationships between employees. The results of research conducted by (Shihab et al., 2022; Tsuraya & Fernos, 2023; Verawati et al., 2023; Wokas et al., 2022)

respectively show that the work environment has a positive and significant influence on employee performance.

The hypothesis developed in this study based on the theory and results of previous research is:

- H1: Work motivation partially has a positive and significant effect on the performance of PT Aurora Indah Elektrik employees.
- H2: Work discipline partially has a positive and significant effect on the performance of PT Aurora Indah Elektrik employees.
- H3: The work environment partially has a positive and significant effect on the performance of PT Aurora Indah Elektrik employees.
- H4: Work motivation, work discipline, and work environment simultaneously have a positive and significant effect on the performance of PT Aurora Indah Elektrik employees.

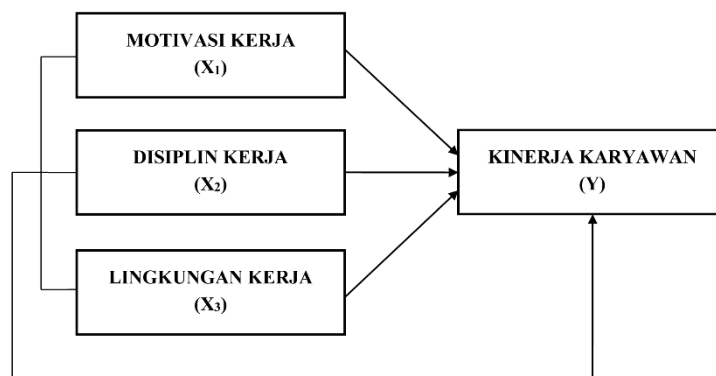


Figure 1. Conceptual Framework of the Research

C. RESEARCH 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 object of research in this study is all wholesale employees of PT Aurora Indah Elektrik which totals 48 employees. The number of samples taken was 48 employees. The sampling technique used is saturated sampling. This study uses three independent variables, namely: Work Motivation (X₁), Work Discipline (X₂), and Work Environment (X₃), as well as a bound variable, namely Employee Performance (Y).

This study uses an associative-quantitative research approach with multiple linear regression analysis techniques to analyze quantitative data processed with the SPSS 24.0 application. All data collected through questionnaires will be translated into numerical values using the Likert scale so that it can be processed with SPSS (Ahmad, 2022).

The research data was obtained through the distribution of questionnaires to all respondents, then the data was processed using the SPSS 24.0 application. The data was initially checked for data quality which included validity and reliability tests (Merya et al, 2021). The data was then carried out a classical assumption test which included normality, multicollinearity, and heteroscedasticity tests (Darmilisani, 2021). In addition, multiple linear regression analysis was carried out using the formula: (Hasibuan, 2022)

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

Remarks: Y = Employee Performance, α = Constant, β = Regression Coefficient, X_1 = Work Motivation, X_2 = Work Discipline, and X_3 = Work Environment, e = Error term

The hypothesis test was carried out with two tests, namely the t test (partial) and the F test (simultaneous) to look for partial influence and simultaneous influence (Wakhyuni & Wening, 2021). Finally, a determination test was carried out to see the contribution given by the independent variable to the bound variable and the level of objection (Andika, 2019) (Ritonga et al, 2020).

D. RESULTS AND DISCUSSION

Research Results

1. Data Quality Test

a. Validity Test

The results of the validity test of the variables of Work Motivation (X_1), Work Discipline (X_2), Work Environment (X_3), and Employee Performance (Y) based on data collected through questionnaires can be seen in the following table:

Table 1. Feasibility of Each Question on a Variable

Variable	Question to -	Symbol	r _{calculate}	R _{table}	Information
Work Motivation (X_1)	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 (X_2)	1	X2-1,1	0,735	0,279	Valid
	2	X2-1,2	0,402	0,279	Valid
	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

Variable	Question to -	Symbol	r _{calculate}	R _{table}	Information
Work Environment (X ₃)	7	X _{2-4,1}	0,823	0,279	Valid
	8	X _{2-4,2}	0,615	0,279	Valid
	1	X _{3-1,1}	0,769	0,279	Valid
	2	X _{3-1,2}	0,661	0,279	Valid
	3	X _{3-2,1}	0,629	0,279	Valid
	4	X _{3-2,2}	0,756	0,279	Valid
	5	X _{3-3,1}	0,594	0,279	Valid
	6	X _{3-3,2}	0,741	0,279	Valid
	7	X _{3-4,1}	0,578	0,279	Valid
	8	X _{3-4,2}	0,880	0,279	Valid
	9	X _{3-5,1}	0,533	0,279	Valid
	10	X _{3-5,2}	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 showed that each question in each variable of Work Motivation (X₁), Work Discipline (X₂), Work Environment (X₃), and Employee Performance (Y) had a value of $r_{\text{calculation}} > r_{\text{table}}$ OR $r_{\text{calculation}} > 0.279$. This shows that all data obtained from the results of the questionnaire distribution for each variable are valid and suitable for use (Sugiyono, 2016) (Setiawan, 2022).

b. Reliability Test

The results of the reliability test of the variables of Work Motivation (X₁), Work Discipline (X₂), Work Environment (X₃), and Employee Performance (Y) based on data collected through questionnaires can be seen in the following table:

Table 2. Reliability Test Results of Each Variable

Reliability Statistics				
Variable	Cronbach's Alpha	N of Items	Cronbach's Alpha Minimal	Conclusion
Work Motivation (X ₁)	0,959	9	0,70	Reliable
Work Discipline (X ₂)	0,887	8	0,70	Reliable
Work Environment (X ₃)	0,921	10	0,70	Reliable

Employee Performance (Y)	0,899	8	0,70	Reliable
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The results of the reliability test showed that each variable of Work Motivation (X₁), Work Discipline (X₂), Work Environment (X₃), and Employee Performance (Y) had a *Cronbach's Alpha* value of > 0.70. This shows that all the data obtained from the results of the questionnaire distribution for each variable are reliable or reliable to use (Sujarweni, 2016) (Setiawan & Ritonga, 2017).

2. Classical Assumption Test

In this study, the classical assumption test used consisted of 3 parts, namely: (Waruwu & Aina, 2022).

a. Data Normality Test

The data normality test used in this study consisted of 3 tests, namely: histogram graph, P-P Plot graph, and Kolmogorov-Smirnov (Setiawan, 2018).

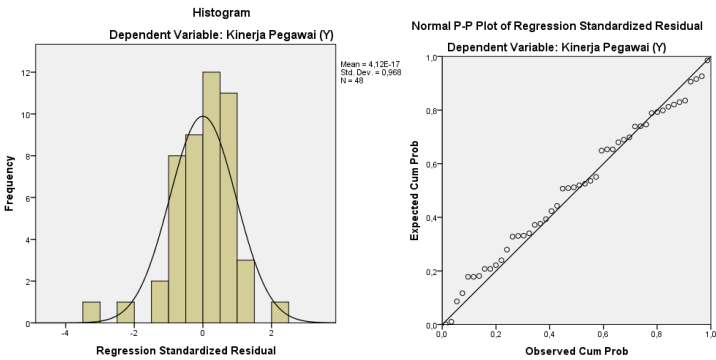


Figure 2. Histogram Curve and P-P Graph Plot Normality

The histogram curve is convex in the middle, has a bell-like pattern, and does not tilt to the left or right (Setiawan et al, 2018). The P-P Plot graph shows that 48 data points are scattered around the diagonal line and still follow the direction of the diagonal line. Not only follows the diagonal line, but also many data points touch the diagonal line. The point spread describes the data from the respondents' answers that have been distributed normally, so that the regression model meets the assumption of normality based on the P-P Plot graph (Wakhyuni & Dalimunthe, 2020).

Table 3. Data Normality with the Kolmogorov-Smirnov Test

One-Sample Kolmogorov-Smirnov Test		
		Unstandardized Residual
N		48
Normal Parameters ^{a,b}	Mean	0,0000000

	<i>Std. Deviation</i>	1,58572883
<i>Test Statistic</i>		0,087
<i>Asymp. Sig. (2-tailed)</i>		0.200^{c,d}
<i>a. Test distribution is Normal.</i>		
<i>b. Calculated from data.</i>		
<i>c. Lilliefors Significance Correction.</i>		
<i>d. This is a lower bound of the true significance.</i>		

Based on the results of the Kolmogorov-Smirnov test, the resulting significance value was obtained of 0.200. This is a more significant value than 0.05. Thus, the Kolmogorov-Smirnov test shows that the data are normally distributed (Manullang & Manuntun, 2016). So it can be concluded that the data in this study is statistically normally distributed and meets the requirements of the classical assumption test (Ahmad, 2022) (Andika, 2019).

b. Multicollinearity Test

The following table summarizes the results of the Multicollinearity test for the research data collected:

Table 4. Multicollinearity Test Results

Coefficients ^a						
Type		Collinearity Statistics				Conclusion
		Tolerance	Minimum Tolerance	VIF	Maximum VIF	
1	(Constant)					No Multicollinearity Problem
	Work Motivation (X ₁)	0,122	0,10	8,211	10	
	Work Discipline (X ₂)	0,137	0,10	7,279	10	
	Work Environment (X ₃)	0,215	0,10	4,659	10	
a. Dependent Variable : Employee Performance (Y)						

The results of the Multicollinearity test showed that Work Motivation (X₁), Work Discipline (X₂), and Work Environment (X₃) had a Tolerance value greater than 0.10 and VIF (*Variance Inflation Factor*) smaller than 10, respectively (Manullang & Manuntun, 2016). This shows that each variable does not show a multicollinearity problem, thus passing the classical assumption test (Rianto & Aseandi, 2020) (Darmilisani, 2021).

c. Heteroscedasticity Test

In this study, heteroscedasticity was determined using two tests, namely

the *Scatterplot graph* and the Glejser test (Wakhyuni et al, 2021)

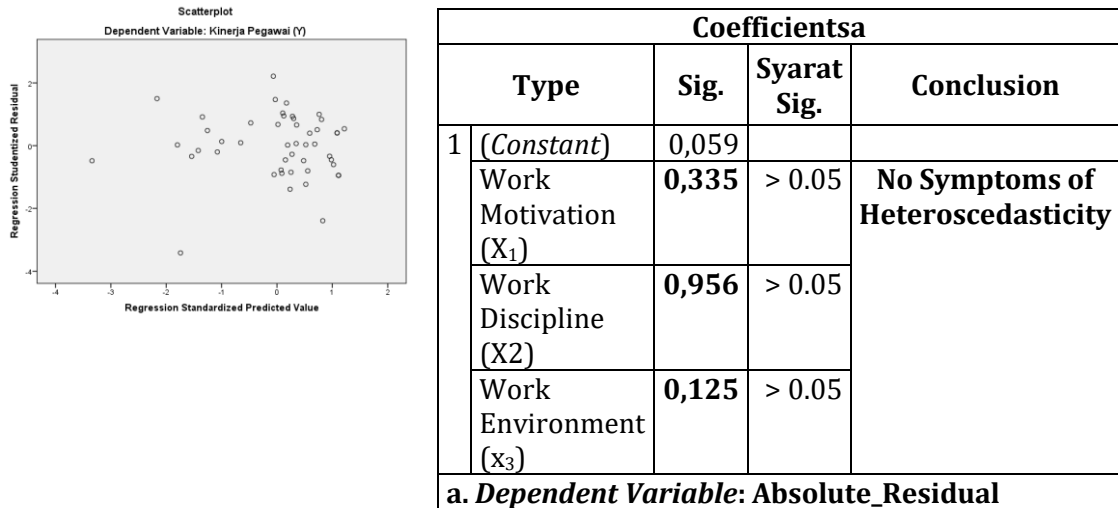


Figure 3. *Scatterplot* Chart and Glejser Test

The *scatterplot* graph shows that the data points, which number 48, are randomly distributed, do not follow a visible pattern, are not clustered in a single location, and are scattered both above and below the Y-axis of zero. This shows that the regression model has no symptoms of heteroscedasticity (Sujarweni, 2016) (Merya et al, 2021). The results of the Glejser test also showed that each variable of Work Motivation (X₁), Work Discipline (X₂), and Work Environment (X₃) had a significance value (sig) greater than 0.05. This shows that there are no signs of heteroscedasticity in each of the independent variables. Thus, the regression model has passed the standard assumption test based on the *Scatterplot* graph and the Glejser test (Sujarweni, 2016) (Soejarminto & Hidayat, 2023).

3. Multiple Linear Regression Analysis

The following table summarizes the results of multiple linear regression analyses performed on data using the SPSS 24.0 application:

Table 5. Multiple Linear Regression Test Results

Coefficientsa					
Type		UnStandardized Coefficients		Standardized Coefficients	Direction of Influence
		B	Std. Error	Beta	
(Constant)		1,828	1,230		
Work Motivation (X1)		0,342	0,088	0,429	Positive
Work Discipline (X2)		0,291	0,102	0,295	Positive

Work Environment (x3)	0,211	0,062	0,280	Positive	21,1%
a. Dependent Variable: Employee Performance (Y)					

The following multiple linear regression equations 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 has the following interpretation: (Setiawan et al, 2018)

- If each variable of Work Motivation (X1), Work Discipline (X2), and Work Environment (X3) is zero, then Employee Performance (Y) is equal to 1,828. This equates to an employee performance level of 1,828 in the absence of work motivation, work discipline, and work environment.
- If Work Motivation (X1) increases by one unit, then Employee Performance (Y) will increase by 0.342 units. This shows that work motivation has a positive directional influence on employee performance, implying that increasing work motivation will result in an increase in employee performance.
- When Work Discipline (X2) increases by one unit, then Employee Performance (Y) will increase by 0.291 units. This shows that work discipline has a positive directional influence on employee performance, implying that an increase in work discipline will result in an increase in employee performance.
- When the Work Environment (X2) increases by one unit, then the Employee Performance (Y) will increase by 0.211 units. This shows that the work environment has a positive directional influence on employee performance, implying that an increase in the work environment will result in an increase in employee performance.

4. Hypothesis Test

In this study, the hypothesis was tested using two tests to look for partial and simultaneous effects (Manullang & Manuntun, 2016)

a. Test t (partial)

The results of the t-test (partial) can be seen in the following table:

Table 6. Test Results t (Partial)

<i>Coefficientsa</i>						
Type		Calculation	ttable	Sig.	Syarat Sig.	Influence Conclusion
1	(Constant)	1,486		0,144		
	Work Motivation (X ₁)	3,904	2,015	0,000	< 0.05	Significant
	Work Discipline (X ₂)	2,853	2,015	0,007	< 0.05	Significant

	Work Environment (X ₃)	3,383	2,015	0,002	< 0.05	Significant
a. Dependent Variable : Employee Performance (Y)						

In this study, it was shown through the t-test that Work Motivation (X₁), Work Discipline (X₂), and Work Environment (X₃) had a significant value (sig) < 0.05. This indicates that Work Motivation (X₁), Work Discipline (X₂), and Work Environment (X₃) partially have a significant influence on Employee Performance (Y). This is also in line with Work Motivation (X₁), Work Discipline (X₂), and Work Environment (X₃) which each also has a t value > t_{table}. Where the t_{table} in this study is 2.015 which is generated from the value df = n (a lot of data) – k (number of variables) = 48 – 4 = 44 and then the t_{table} can be seen in the list of t tables (Wakhyuni et al, 2021). This shows that Work Motivation (X₁), Work Discipline (X₂), and Work Environment (X₃) partially have a significant effect on Employee Performance (Y) or accept H_a and reject H_o.

The t-test for partial influence shows that the most dominant variable in influencing Employee Performance (Y) is Work Motivation (X₁) because it has the largest t-value compared to other variables, which is 3.904 and the smallest significant is 0.000 (Wakhyuni & Dalimunthe, 2020).

b. Test F (Simultaneous)

The results of the F (simultaneous) test can be seen in the following table:

Table 7. Test Result F (Simultaneous)

ANOVAa									
Type		Sum of Squares	Df	Mean Square	F	Ftabel	Sig.	Syarrat Sig.	Conclusion
1	Regression	1709,129	3	569,710	212,105	2,816	0,000B	< 0.05	Significant
	Residual	118,183	44	2,686					
	Total	1827,313	47						
a. Dependent Variable: Employee Performance (Y)									
b. Predictors: (Constant), Work Motivation (X ₁), Work Discipline (X ₂), Work Environment (X ₃)									

In this study, it was shown through the F test that the significant value produced was 0.000 where this significant value was much smaller than 0.05, so the decision to accept H_a and reject H_o which means Work Motivation (X₁), Work Discipline (X₂), and Work Environment (X₃) simultaneously has a significant influence on Employee Performance (Y). This is also in line with the resulting F_{calculation} value of 212.105. Where the F value is calculated > F_{table} or 212.105 > 2.816. Where the F_{table} is generated from the value df₁ = k – 1 = 4 – 1

= 3 and the value $df_2 = n - k = 48 - 3 = 44$ and the F_{table} can be seen in the list of F tables (Wakhyuni et al, 2021).

5. Determination Test

The results of the determination test or determination coefficient can be seen in the following table:

Table 8. Determination Test Results

Model Summary^b				
Type	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 study, it was shown through a test that work motivation, work discipline, and work environment contributed as much as 93.1% to employee performance (*Adjusted R Square* = 0.931), of which the remaining 6.9% was explained by other factors that were not discussed in this study. The relationship between Work Motivation (X₁), Work Discipline (X₂), and Work Environment (X₃) to Employee Performance (Y) is very strong or very close because the resulting R value is in the *value range* of 0.8 – 0.99, which is 0.967 (Hasibuan, 2022).

DISCUSSION

1. The Effect of Work Motivation on Employee Performance

The findings of this study show that work motivation partially has a positive and significant effect on the performance of PT Aurora Indah Elektrik's employees. This is shown by the results of the t-test which showed a positive value of 0.342, $t_{count} = 3.904$ and $t_{table} = 2.015$. This shows that $t_{calculated} > t_{table}$ and significance value = 0.000 ($sig < 0.05$), then it was concluded to accept H_a and reject H_o , which means that work motivation partially has a positive and significant effect on employee performance. The proposed H_1 hypothesis has been evaluated and is acceptable, as the research findings support the hypothesis. The positive direction indicates that when work motivation increases, then employee performance will also increase; Conversely, when work motivation decreases, employee performance will also decrease. The findings of this study are in line with the results of research conducted by Putra & Fernos (2023), Yolinza & Marlius (2023), Tsuraya & Fernos (2023), and Jufrizen & Noor (2022) which all show that work motivation has a positive and significant influence on employee performance, which implies that increasing work motivation will significantly improve employee performance. The findings of this study further strengthen the theory of Kasmir (2018) which states that there are

several factors that affect employee performance, one of which is employee work motivation.

2. The Effect of Work Discipline on Employee Performance

The findings of this study show that work discipline partially has a positive and significant effect on the performance of PT Aurora Indah Elektrik's employees. This is shown in the multiple linear regression analysis with the t-test which has a positive value of 0.291, $t_{\text{count}} = 2.853$, and $t_{\text{table}} = 2.015$. This shows that the $t_{\text{count}} > t_{\text{table}}$ and the significance value is 0.007 ($\text{sig} < 0.05$), then it is concluded that accept H_a and reject H_o which means that work discipline partially has a positive and significant effect on employee performance. The proposed H_2 hypothesis has been evaluated and is acceptable, as the research findings support the hypothesis. The positive direction indicates that when work discipline improves, then employee performance will also improve; Conversely, when work discipline decreases, employee performance will also decrease. The findings of this study 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 all show that work discipline has a positive and significant influence on employee performance, which implies that improving work discipline will significantly improve employee performance. The findings of this study further strengthen the theory of Kasmir (2018) which states that there are several factors that affect employee performance, one of which is employee work discipline.

3. The Influence of the Work Environment on Employee Performance

The findings of this study show that the work environment partially has a positive and significant effect on the performance of PT Aurora Indah Elektrik's employees. This is shown in the multiple linear regression analysis with the t-test which has a positive value of 0.211, $t_{\text{count}} = 3.383$, and $t_{\text{table}} = 2.015$. This shows that the $t_{\text{count}} > t_{\text{table}}$ and the significance value is 0.002 ($\text{sig} < 0.05$), then it is concluded to accept H_a and reject H_o , which means that the work environment partially has a positive and significant effect on employee performance. The proposed H_3 hypothesis has been evaluated and is acceptable, as the research findings support the hypothesis. The positive direction indicates that when the work environment improves, then employee performance will also increase; On the other hand, when the work environment deteriorates, employee performance will also decrease. The findings of this study are in line with the results of research conducted by Verawati et al (2023), Saputra & Fernos (2023), Wokas et al (2022), and Shihab et al (2022) which all show that the work environment has a positive and significant influence

on employee performance, which implies that improving work discipline will significantly improve employee performance. The findings of this study further strengthen the theory of Kasmir (2018) which states that there are several factors that affect employee performance, one of which is employee work discipline.

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

The findings of this study show that work motivation, work discipline, and work environment simultaneously have a positive and significant influence on employee performance at PT Aurora Indah Elektrik. This can be seen from the F test which produces $F_{\text{count}} = 212.105$ where F_{table} is only 2.816, then $F_{\text{calculates}} > F_{\text{table}}$ and the significance value is $0.000 < 0.05$. So it was concluded that accept H_a and reject H_o which means that work motivation, work discipline, and work environment simultaneously have a positive and significant influence on employee performance. The proposed H_4 hypothesis is evaluated and acceptable because the results of the study are in accordance with the hypothesis. The results of the study show that every time there is an increase in work motivation, work discipline, and work environment together (simultaneously), the performance of PT Aurora Indah Elektrik employees will increase. The findings of the study corroborate Soejarminto & Hidayat (2023), Bukhori & Karnawati (2023), Nofianto & Suwitho (2022), and Hustia (2020) who show that work motivation, work discipline, and work environment simultaneously have a positive and significant effect on employee performance. The results of this study are also in line with the theory put forward by Kasmir (2018) which explains that there are many factors that affect employee performance, both results and work behavior, namely: abilities and skills, knowledge, work design, personality, work motivation, leadership, leadership style, organizational culture, job satisfaction, work environment, loyalty, commitment, and work discipline.

E. 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 to PT Aurora Indah Elektrik to create a clean working environment with a comfortable air temperature. Motivate employees by providing recognition for achievements with adequate rewards and incentives. Strengthen work discipline

through the formulation of clear policies and procedures, as well as providing constructive feedback.

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