



## INFLUENCE OF ORGANIZATIONAL CULTURE, SUPERVISION AND ENVIRONMENTAL WORK TOWARDS DISCIPLINE OF SUKARESMI VILLAGE EMPLOYEES

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### Abstract

Each organization is required to be able to optimize human resources and human resources who are able to work hard and have high productivity. Achieving high productivity is not an easy thing to do. An important factor for achieving high productivity is the implementation of work discipline from its employees. In order for the company's operational activities to run well, supervision is needed. The purpose of supervision is for employees to be careful in their work. Supervision is very important, because with the supervision, the employee is serious in working. The main basis for implementing the work environment is knowledge and attention to human behavior as a determining factor for organizational success. This study aims to determine the effect of organizational culture, supervision and work environment on village employee work discipline. This type of research is quantitative.

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**Keywords:** Organizational Culture, Environmental Work, Work Discipline

**JEL Classification:** L20, L21, L25

## INTRODUCTION

In the current era of globalization, competition between individuals and groups is getting higher. To face competition optimally, human resources must be further improved. Good human resources are very important for the achievement of a goal. However, to achieve maximum human resources is not easy, it takes hard work and a strong commitment to get the results to be achieved.

Human resources are a part that has an important role in an organization that becomes a planner in every organizational activity. Some human resource management activities such as supervision, employee motivation, assessment, discipline improvement and others. To create reliable human resources requires good and optimal management, so that the achievement

of company goals that are influenced by the performance of the company's employees can be maximized (Indra et al., 2016)

Achieving high productivity is not an easy thing to do. An important factor for achieving high productivity is the implementation of work discipline from its employees, because this is one of the factors that determine success and progress in achieving goals (Damayanti & Fakhri, 2014). The quality of work discipline reflects the level of employee responsibility for the tasks assigned to him, therefore good work discipline is expected to increase in employee productivity and performance (Frida & Christina, 2018; Siregar, 2021).

Improvement of work discipline in general aims to provide feedback to employees in an

effort to improve the appearance of their work and efforts to increase organizational productivity, and is specifically carried out in relation to various policies towards employees such as for promotion purposes, salary increases, education and training. So that the assessment for work discipline can be the basis for assessing the extent to which HR activities are carried out well.

In order for the company's operational activities to run well, supervision is needed. Supervision is very important, because with supervision, employees are serious in their work. This is supported by Samura (2017) that supervision has a significant influence on employee work discipline at the Rokan Hulu Regency Environmental Agency Office. Supervision is not carried out at the end of the management process, but is at every level of the management process (Kamal, 2015).

Organizations need to pay attention to various factors that can affect the work environment of employees, in this case it is necessary to have an organizational role in improving and creating a conducive work environment to encourage the creation of professional attitudes and actions in completing work in accordance with their respective fields and responsibilities.

The work environment in everyday life has various meanings, both related to individual behavior and organizational behavior. The work environment is an important element in humans that plays a role in realizing success in human business or work. The main basis for implementing the work environment is knowledge and attention to human behavior as a determining factor for organizational success.

Based on the above background, the researcher chose to research work discipline and to evaluate the importance of organizational culture, supervision and work environment. So the researchers took the title "The Influence of Organizational Culture, Supervision and Work Environment on the Work Discipline of Sukaresmi Village Employees".

Discipline shows a condition or attitude of respect that exists in employees towards company rules and regulations. Thus, if the rules or regulations in the company are ignored, or are often violated, the employees have poor discipline. It is better if the employee is subject to the company's provisions, describing the existence of good disciplinary conditions, while according to Andriani (2010: 973) in Samura (2017) work discipline can be defined as an effort to move employees to follow and fulfill work guidelines, the rules that has been outlined by a company that has the basic goal of driving self-discipline.

According to Sutrisno (2016: 89) in Damayanti and Fakhri (2014) discipline is "the behavior of a person in accordance with the regulations, existing work procedures or discipline is the attitude, behavior, and actions that are in accordance with the regulations of the organization both written and unwritten". Wirawan (2009:138) in Fatoni (2018) argues that discipline is an attitude and behavior of compliance with organizational regulations, work procedures, ethical codes, and other organizational cultural norms that must be obeyed in producing a product and serving the organization's consumers.

Work Discipline Indicators according to Hasibuan (2002) in Indra et al., (2016) are as follows: Goals and Abilities, Leadership, Justice, Supervision attached, Firmness and Penalty.

An organizational culture is not formed by itself, however, all of it goes through a long process that is related to the various interactions that occur in the organizational environment. According to Robbins (2014:289) suggests that "Organizational culture is a shared perception held by members of the organization". Organizational culture is a way of thinking shared by all members of the organization and new members learn and accept part of the culture to be accepted as part of the organization.

According to Robbins and Judge (2014:512) quoted in Frida and Christina (2018) there are 7 main indicators and are the core of organizational culture, namely: Innovation and

## LITERATURE REVIEW AND HYPOTHESES

risk taking, Orientation results, Team orientation and Stability

Supervision is basically an activity to compare existing conditions with conditions that should occur. If any deviations or obstacles are found, corrective action is taken immediately. According to Handoko (2003) in Kamal (2015) "Supervision implies maintaining stability and equilibrium". To strike a balance, however, managers must either keep up with what they are doing or change the standards that are currently used to measure performance. Monitoring techniques and methods should be used simultaneously, not independently.

Monitoring indicators according to Pasaribu (2011:34-35) quoted in Samura (2017) are: Monitoring, Inspection, Guidance and direction. Supervision Relationship with Work Discipline From the results of research that has been carried out by previous studies, it shows that there is a significant influence between the supervision variable (X2) on the work discipline variable (Y). The results of this study also state that supervision is very important in improving employee discipline (Samura, 2017; Siregar, 2021). Thus, supervision has a significant relationship with work discipline.

According to Sutrisno (2010) in Fatoni (2018) "the work environment is the entire work facility and infrastructure that is around the workplace that can affect the implementation of work. The work environment includes the work place, facilities and work aids, cleanliness, lighting, tranquility, including the working relationship between the people in the place. According to Sunyoto (2012) in Herawati and Asrah (2020) suggests that the work environment is everything that is around the workers and that can affect them in carrying out the tasks assigned.

According to Suwatno (2011) quoted in Herawati and Ranteallo (2020), the indicators of the work environment are divided into two types, namely: Physical work environment, Adequate work equipment Facility. Non-physical work environmentmPeer-levelrelationships, Boss-employee relationship Cooperation between employees.

The hypothesis in this scientific work, with the theme of the influence of organizational culture, supervision and work environment on the work discipline of Sukaesmi Village employees, is determined as follows:

H1: it is suspected that organizational culture has an effect on work discipline.

H2: it is suspected that supervision has an effect on employee work discipline.

H3: it is suspected that work discipline is influenced by the work environment.

## 1. RESEARCH METHODS

This kind of exploration is a quantitative examination, namely a specific exploration that plans to test hypotheses, look for speculations that have reasonable value, and show the relationship between factors (Sugiono, 2010, p. 23). This exploratory information uses important information, especially information obtained directly from respondents' reactions to the survey or proclamation meeting notes about the strength of motivation, work discipline and representative implementation. Additional information that is a source of the Organizational Culture, Supervision and Work Environment on the Work Discipline of Sukaesmi Village Employees.

## 4. RESULTS AND DISCUSSION

### Validity and Reliability Test

From the results of the statistical validity test data, none of the statement items is excluded, all statement items are valid because the value of sig. < 0.05 and the calculated r value > r table.

Test the reliability instrument using Cronbach's alpha, an instrument is said to be reliable if the reliability coefficient r alpha > 0.6. Based on the table above the results of the reliability statistic test, 12 statement items have an alpha coefficient, r = 0.717 thus the statement items are reliable, because the Cronbach Alpha value > 0.6.

### 4.1. Classic assumption test

Aims to test whether in the regression model, the residual variable has a normal distribution or not. A good regression model is one that has a normally distributed residual value. The normality test used in this study is the one sample Kolmogorof-Smirnov test, where the residual value is normally distributed if the sig value  $> 0.05$ . it can be concluded that the significance value (Asymp.Sig 2-tailed) =  $0.200 > 0.05$  then the residual value is declared normally distributed. Normal QQ Plot can be seen that the points spread around the line and follow the diagonal line. With this, the residual data is normally distributed.

Multicollinearity test was used to test whether the regression model found a high correlation between the independent variables. Guidelines for a regression model that is free from multicollinearity, which has a VIF value  $< 10$  and a tolerance  $> 0.1$ . From the data test, it can be concluded that each independent variable has a VIF value  $< 10$  and a tolerance value  $> 0.1$ , so each variable is free from multicollinearity.

Multiple linear regression analysis is used to determine the influence or linear relationship between two or more independent variables with one dependent variable. Based on the SPSS 22 output above, the following multiple linear regression equation is obtained:

The regression equation can be explained as follows:

- 1) The constant value is 17.914, meaning that if the organizational culture (x1), supervision (x2) and work environment (x3) is 0, then the work discipline value is 17.914%.
- 2) The regression coefficient for the organizational culture variable is 0.372, meaning that if the organizational culture increases by one unit, the work discipline will increase by 0.372 units with the assumption that the other independent variables have a fixed value.
- 3) The regression coefficient of the supervisory variable is -0.079, meaning that if the supervision decreases by one unit, the work discipline will decrease by -0.079 units with the assumption that the

other independent variables have a fixed value.

- 4) The regression coefficient for the work environment variable is 0.893, meaning that if the work environment increases by one unit, then work discipline will increase by 0.893 units with the assumption that the other independent variables have a fixed value.

Pearson correlation analysis or called product moment correlation analysis is used to measure the relationship between two variables linearly and to determine the direction of the relationship.

Based on the output results above, it can be seen that the significance value of the X1 variable (organizational culture) with the Y variable (work discipline) of  $0.000 < 0.05$ , it can be said that there is a relationship between the X1 variable (organizational culture) and Y (work discipline) and the correlation value. Pearson is 0.561, then the level of relationship between the variables X1 and Y is in the medium category. For the significance value of the X2 (supervision) variable with the Y (work discipline) variable of  $0.746 > 0.05$ , it can be said that there is no relationship between the X2 (supervision) variable and Y (work discipline) and the Pearson correlation value of 0.037, the level of the relationship between variable X2 with Y included in the low category. For the significance value of the X3 variable (work environment) with Y (work discipline) of  $0.000 < 0.05$ , it can be said that there is a relationship between the X3 variable (work environment) and Y (work discipline) and the Pearson correlation value of 0.680, the level of the relationship between variable X3 with Y is included in the strong category.

## CONCLUSION

Based on the results of the analysis tests that have been carried out, the following results were obtained:

1. The Influence of Organizational Culture on Work Discipline of Sukaresmi Village Employees, East Cikarang Based on the partial test results, the t-test results for the

organizational culture variable (X1) obtained partially that organizational culture has an effect on the work discipline of Sukaresmi Village employees.

2. The Influence of Supervision on Work Discipline of Sukaresmi Village Employees in East Cikarang. Based on the partial test results that the results of the t-test for the supervision variable (X2), the results of H2 are rejected, meaning that supervision has no partial effect on work discipline.
3. The influence of the work environment on the work discipline of employees of Sukaresmi Village, East Cikarang Based on the partial test results that the t test results for the work environment variable (X3), the results obtained H3 are accepted, meaning that the work environment has a partial effect on work discipline.
4. Multiple Linear Regression Analysis Results. The results of the multiple linear regression analysis showed that 52.3% of organizational culture, supervision and work environment affected work discipline, while the remaining 47.7% of work discipline was influenced by other variables not examined in this study.

Based on research on the influence of organizational culture, supervision, and work environment on the work discipline of Sukaresmi Village employees in 2020 to 79

village employee respondents, the authors conclude that organizational culture has a significant positive effect on the work discipline of Sukaresmi Village employees. Supervision has no positive and significant effect on the work discipline of Sukaresmi Village employees. The work environment has a significant positive effect on the work discipline of Sukaresmi Village employees, and organizational culture, supervision, and work environment affect the work discipline of Sukaresmi Village employees.

Based on the conclusions above, in this study the suggestions that need to be considered for Sukaresmi Village Management in East Cikarang and for researchers who conduct future research are as follows:

- a. The Village Government is advised to continue to pay attention to the current village government policies in accordance with the principles for all village employees.
- b. Village employees are expected to be able to carry out all their respective duties and responsibilities well.
- c. The results of this study are expected to be an additional reference for further research, there is a need for further research on organizational culture, supervision and work environment on the work discipline of Sukaresmi Village employees so that they can get a broader picture.

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