



THE EFFECT OF SUPERVISION, WORK DISCIPLINE, AND PHYSICAL ENVIRONMENT ON THE PERFORMANCE OF SIRNAJAYA VILLAGE GOVERNMENT EMPLOYEES

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Abstract

This study aims to determine the effect of supervision, discipline, and physical work environment at the Sirnajaya Village office, Serang Baru district. This research is population research that uses a saturated sample using a quantitative approach. The respondents were 61 officials from Sirnajaya Village, Serang Baru District. The place of research and the object of research, namely, the subject was an employee, and the object was the Sirnajaya Village Office. Based on the results of the t-count value in the t-table test, it is obtained that the Supervision variable (X1) partially has no significant effect and contributes negatively to employee performance in Sirnajaya Village. Work Discipline Variable (X2) partially has no significant effect and contributes positively to employee performance in Sirnajaya Village. Physical Environment Variables (X3) significantly and negatively contribute to employee performance in Sirnajaya Village.

Keywords: Supervision, Work Discipline and Physical Environment on Performance

JEL Classification: L25, L32, M12

1. INTRODUCTION

Human Resources is a science and an art in managing the use of human resources to support organizational success. Human resources are so important and can determine the direction of organizational change. The success of the organization really needs the role of humans in the organization, in this case the organization is able to give a good influence in achieving organizational goals. Every organization can build and improve performance.

A government agency is an organization where human resources play an important role to do the work of serving the community that has been assigned by the state. Human resources in an agency as the main mover in the organization. Therefore, human resources are an important thing that must be considered by government agencies, because agencies are

something related to public services. Every government agency certainly hopes to have employees who work well and obey the rules that exist in the agency. The performance of an employee is very important in realizing organizational goals for the success of an agency. According to Arifin in (Mochamad Soelton & Dian Yasinta, 2018) as employee performance is a result achieved by workers in their work according to certain criteria that apply to a particular job.

Sirnajaya Village is a government agency located in Bekasi Regency. The Serang Baru sub-district office directly provides services to the public. An employee in a government agency plays an important role in carrying out Sirnajaya Village activities so that employee performance in providing services to the

community works well in order to create the best service to the community. Based on the results of interviews and observations in Sirnajaya Village, it is known that there is a decline in employee performance in 2020-2021.

Table 1. Sirnajaya Village Employee Performance Assessment Period 2020-2021

| NO | Aspects of Performance Appraisal | 2020 | 2021 |
|----|----------------------------------|------|------|
| 1. | Service Orientation | 85% | 80% |
| 2. | Commitment | 70% | 69% |
| 3. | Discipline | 82% | 75% |
| 4. | Cooperation | 93% | 87% |
| 5. | Leadership | 95% | 87% |

Source: Sirnajaya Village Secretary

Based on the performance appraisal data table above, it can be concluded that the assessment aspect shows unstable results on employee performance. In service orientation in 2020, the value is 85% down to 80% in 2021, commitment 70% is down in 2021 to 69%, discipline in employees in 2020 is worth 82%, down 75% in 2021, Employee cooperation in the government agency valued at 93% in 2020 to a decrease of 87%, leadership also decreased in 2021 to a value of 87%. In this case the activeness of employee performance is not very good in a government agency.

The occurrence of a decrease in the performance of Sirnajaya Village employees is dominated by the level of supervision, work discipline and physical work environment in government agencies, with a decrease in performance, the organization as much as possible improves employee performance with the abilities possessed by employees in carrying out their work well. The supervisory factor in government agencies is carried out by superiors who provide supervision to employees so that they are not wrong in doing their jobs.

However, the implementation of supervision that occurred in Sirnajaya Village, employees were not paid attention to in supervision by superiors so that employees were still lazy and less able to carry out the tasks that had been given in accordance with government agency standards. Supervision is a process carried out by superiors to pay attention to the activities of each employee so that organizational activities run well. According to

Hani Handoko in (Anisa Hudiyani, et al 2019) stated supervision as a way for an organization to realize effective and efficient performance, and further support the realization of the organization's vision and mission.

In addition to supervision, work discipline can also affect employee performance. In government agencies, human resources are needed who have good work discipline and high responsibility in doing work. Work discipline is reflected in the self-confidence of employees who are shown in themselves who comply with regulations in government agencies in completing work assignments on time. The following is the attendance data for Sirnajaya Village government employees.

Another factor that can affect the performance of an employee is the physical work environment. Comfort on The physical work environment will make employees enthusiastic in completing their work properly and correctly. The existence of a physical work environment needs work tools in the company to help all the work of employees, making employees feel comfortable.

Beautiful working conditions and a friendly workplace are conditions for the formation of the performance of Sirnajaya Village government employees. The physical work environment will affect a person's emotional level, making someone feel comfortable and happy will make employees complete their work faster in activities and responsibilities that are carried out every day.

According to Sedarmayanti in (Erlina Kristanti, 2017) states that the physical work environment is all physical conditions that exist around the workplace that can affect employees either directly or indirectly. Based on the explanation of the problem, the authors are interested in conducting a study entitled "The Effect of Supervision, Work Discipline and Physical Environment on the Performance of Sirnajaya Village Government Employees".

2. LITERATURE REVIEW AND HYPOTHESES

According to Armstrong (1900:1) In (Hudiyani et al., 2019) "Human resource management is an approach to human management based on four basic principles". According to Henry Simamora Dalam (Hudiyani et al., 2019) " Human resource management (Msdm) That is one of the utilization, development, assessment, provision of remuneration, and management of individual members of the organization or group of workers.

According to T Hani Handoko Dalam (Hudiyani et al., 2019) "Human resource management is the utilization, development, assessment, remuneration, and management of individual members of the organization or group of workers". According to Hasibuan (2000:10) In (Hudiyani et al., 2019) "Source management" Human Resources is the science and art of regulating the relationship and role of the workforce to be effective and efficient in helping the realization of the goals of the company, employees and society.

Human resources are a group of people who do work in a company to channel the utilization and development of knowledge and help realize a company's goals. According to (Sewang, 2013), performance is the result of a process that refers and is measured over a certain period based on pre-determined provisions or agreements. If within a certain time process a job can be completed with a predetermined category, then the employee who does this is considered to have a good performance.

According to Hasibuan (2005:105) in (Sedarmayanti & Nursiswanto, 2014) performance is: "the work achieved by a person in carrying out the tasks assigned to him is based on skills, experience and sincerity and time", while according to Sianipar (2004: 12) that: "Performance is the result of the ability to work or a group of people on a job at a certain time, the form of performance can be in the form of the final result or product of goods and services, forms of behavior, compensation skills, specific skill facilities related to the overall goals of the organization.

According to Pabunda Tika Dalam (Hudiyani et al., 2019), employee performance is the work achieved by a person or group of people in accordance with the authority or responsibility of each employee during a certain period. A company needs to conduct a performance appraisal on its employees. Performance appraisal plays a very important role in increasing motivation in the workplace. Assessment should provide an accurate picture of work performance.

According to Mangkunegara Dalam (Hudiyani et al., 2019) Employee performance is the result of work in quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities given to him. Employee performance is someone who does work under the auspices of the organization. Employee performance is a series of skills knowledge activities for employees in carrying out their duties to achieve the goals or success of an agency.

According to Edison in (Sewang, 2013), Performance appraisal and achievement uses dimensions as a benchmark. According to Edison (2018: 193) there are four, namely: target, Quality, Completion time and ebedience. According to Siagian Syafi'i (Hudiyani et al., 2019), supervision is a process to ensure that organizational and management goals are achieved. This relates to ways of making activities as planned. According to Handoko (Harpis & Bahri, 2020), stating that supervision is a process to ensure that organizational and management goals are achieved, this relates to ways to make activities as planned.

According to Kadarisman (Harpis & Bahri, 2020), stated that supervision is a function in functional management that must be carried out by every leader of all units/work units on the implementation of work in their environment. There are several factors that are considered in applying supervision to every employee or employee in a company or government agency.

According to Fahmi and Irham in (Goverd et al., 2018) Supervision is a process of monitoring, checking, and evaluating that is carried out efficiently by organizational leaders on work resources to find out their weaknesses

or shortcomings so that they can be corrected by authorized leaders at a higher level. In order to achieve the goals that have been formulated previously. In general, supervision can be defined as the way an organization achieves effective and efficient performance, and further supports the realization of the organization's vision and mission. Fahmi and Irham (2013: 96).

Based on this, it can be concluded that supervision is an activity to control all employees in order to comply with all existing regulations within the organization in order to achieve all the goals of the organization properly.

According to Handoko Dalam (Harpis & Bahri, 2020) of the opinion that the monitoring indicators are as follows: Procedure, Standard, Accuracy and Work Measurement. According to Niti Seminto Dalam (Rangel Sousa Simoes et al., 2017), Discipline is a behavior that is obedient and obedient to applicable rules, ethics, norms and rules. Work discipline is the use of several forms of punishment or sanctions if someone deviates from the rules, but not all disciplinary provisions are in the form of punishment.

According to Herawati Dalam (Nico Harumanu., 2018), Discipline is a certain condition in which people who are members of the organization comply with existing regulations with pleasure. While work is all human activities carried out to achieve predetermined goals. According to Rivai Dalam (Nico Harumanu., 2018), work discipline is a tool used by managers to communicate with employees so that they are willing to change a behavior as an effort to increase one's awareness and willingness to comply with all organizational rules and social norms. apply.

According to Lumetut and Dotulong Dalam (Onsardi & Putri, 2020), defines discipline as obedience and obedience to the rules and regulations that apply to their respective organizational environments. Discipline is the key to realizing the goals of the organization, employees and society. Discipline is also a means or tool for organizations to maintain their existence. While.

Based on this, the authors can conclude that work discipline is an individual's willingness to obey a rule made by an organization, both written and unwritten and the individual will get sanctions if he violates the rules that have been made. According to Hasibuan (in Ardin Putra and Kartin Aprianti, 2020) (in Ardin and Kartin Aprianti, 2020) suggests that the indicators of work discipline are as follows, Punctuality, Level of loyalty / compliance with regulations, Use office equipment properly and Responsibility.

According to Sedarmayanti Dalam (Soelton & Yasinta, 2018), that the work environment has a major impact on employee performance. Attention to the work environment for an office is very important because it is useful in helping the smooth running of a job. A good and pleasant work environment around employees will make the environment conducive so that employees will feel comfortable and at ease, both from the physical environment and relationships with colleagues or superiors.

According to Saydam in (Kristanti, 2017), the work environment is all the work instruments of employees who are carrying out work that can affect the work itself. According to Nitisemitho Dalam (Kristanti, 2017), the work environment is everything that is around employees and can affect the results of the work.

According to Hidayat and Taufiq Dalam (Onsardi & Putri, 2020), it is a socio-cultural and physical symptom that affects individuals covering all aspects called the environment. Meanwhile, human activities in the form of physical and mental that have the goal of satisfaction are called work. So it is concluded that everything that affects workers in carrying out their duties is called the work environment.

According to Komarudin Dalam (Toni Herlambang., 2018), the work environment is the psychological and physical social life in the organization that affects the work of employees in carrying out their duties. A conducive psychological work environment in a government agency will provide a sense of

security and allow employees to work optimally.

Based on this explanation, the authors can conclude that the physical work environment is everything that exists in the workplace that can affect employees to carry out their duties in order to achieve a goal, a safe physical work environment. According to Sedarmayanti (Abdul Rachman., 2018), the indicators for the Physical Work Environment are: Lighting, Air temperature, Noise and Security and employee relations

Security is the state of being free from danger. This term can be used with a relationship to crime, all forms of accidents, and others. While Employee Relations (Employee Relations) is a group of people who are working in an organization or company that is clear both functionally, organizationally and technically and the type the job (task) he is facing.

3. RESEARCH METHODS

This scientific work is the Effect of Supervision, Work Discipline, and Physical Work Environment on the Performance of the Sirnajaya Village Government. The type of research used in this research is using the type of quantitative research. According to Sugiono (in Bayu Sentosa et al, 2019) the quantitative method is a research method based on the philosophy of positivism, this method used to research on a particular population or sample, the sampling technique is done randomly or randomly, for data collection using research instruments, data analysis is quantitative/statistical which aims to test the established hypothesis.

The location or place in this study was conducted at the Sirnajaya Village Office, Serang Baru District, Bekasi Regency, which is located on Jl. Raya Kp Cibenda Km No.1, Sirnajaya, Bekasi, Jawa Brat 17335. This research was conducted by means of observation and interviews at the research site, with the aim of knowing the phenomena or problems that occurred at the Sirnajaya Village Office, Serang Baru District.

According to (Sugiyono, 2017) the population is the entire number consisting of objects or subjects that have characteristics and also have certain qualities that are determined by researchers to be studied and then drawn conclusions. The population used in this study were all employees of the Sirnajaya Village Office, amounting to 61 people.

According to (Sugiyono, 2018) the sample is a part of the number and characteristics of the population. The sample taken by the author is an employee of the Sirnajaya Village Office. In this research sample, the entire population is used as a respondent, namely 61 people using the saturated sample technique or total sampling because the population is considered small. According to (Sugiyono, 2018) saturated sample is a sampling technique if all populations will be sampled. In this case, it is done if the population is relatively small.

4. RESULTS AND DISCUSSION

Partial T-test was used to analyze the significant value of each independent variable, namely Supervision, Work Discipline, and Physical Environment, which could partially affect the dependent variable, namely Employee. Based on result, the discussion for the results of the T-test is as follows:

1. Effect of Supervision (X1) on Employee Performance (Y)

Based on the partial calculation results, Supervision has a significant value of 0.199 and the regression coefficient has a positive value of 0.280 while the t-count value obtained is 2.539 which is greater than the t-table value of 2.00247. Based on these results, the hypothesis states "there is a partial influence between the independent variable Supervision (X1) and the dependent variable Employee Performance (Y)" then it is declared accepted.

2. The Effect of Work Discipline (X2) on Employee Performance

Based on the partial calculation results, Work Discipline has a significant value of 0.14 and the regression coefficient has a value of 0.051 while the t-count value obtained is 0.422 smaller than the t-table value of 2.00247. based

on these results, the hypothesis states "there is no partial effect between the independent variable Work Discipline (X2) and the dependent variable Employee Performance (Y)" then it is declared rejected.

3. Physical Work Environment (X3) Against Employee Performance (Y)

Based on the partial calculation results, the Physical Work Environment has a significant value of 0.000 and the regression coefficient has a positive value of 0.465 while the t-count value obtained is 3.712 which is greater than the t-table value of 2.00247. Based on these results, the hypothesis states "there is a partial influence between the independent variable Physical Work Environment (X3) and the dependent variable Employee Performance (Y)" then it is declared accepted. F test is used to determine the significant level of the influence of the independent variables simultaneously (simultaneously) on the dependent variable.

Based on result, the discussion obtained for the results of the calculated F value of 15,180 is greater than the f table of 3.153. Based on these results, it can be concluded that there is a simultaneous positive influence between the independent variables of Supervision, work discipline and physical work environment on the dependent variable of employee performance.

The coefficient of determination (R^2) is a tool to measure how far the model's ability to explain the dependent variations. The value of the coefficient of determination is between 0 and 1, small value (R^2) means the ability of the independent variables to explain the dependent variation is limited and vice versa if the value is close to 1, it means that the independent variables provide almost all the information needed to predict the variables. dependent.

Based on the analysis of Table 4.18 the results of the coefficient of determination (R^2) above show the Adjusted R-square value of 0.444. This means that the independent variables namely Supervision, Work Discipline and Physical Work Environment can explain

the dependent variable by 44.4% while 55.6% is explained by other variables.

5. CONCLUSION

Based on the results of research and discussions that have been carried out regarding the Effect of Supervision, Work Discipline, Physical Work Environment on the Performance of Sirnajaya Village Government Employees, the following conclusions can be drawn:

Based on the results of the t - count value in the t- table test results, it is obtained that the Supervision variable (X1) partially has a significant effect and contributes negatively to employee performance in Sirnajaya Village. The results of this study are not relevant to the results of research by Anisa Hudiyani (2019) and Muhammad Harpis Syaiful Bahri (2020).

Based on the results of the t - count value in the t- table test results, it is obtained that the work discipline variable (X2) partially does not have a significant effect and contributes positively to employee performance in Sirnajaya Village. The results of this study are relevant to the results of Mukhamad Ilham (2019), Goverd Alder (2018).

Based on the results of the t - count value in the t- table test results, it is obtained that the Physical Environment variable (X3) partially has a significant effect and contributes negatively to employee performance in Sirnajaya Village. The results of this study are relevant to the results of Erlina Kristanti (2018), Mochamad Soelton and Dian Yasinta (2018).

Based on the results of the Simultaneous Test (F) the F value is greater than the F table value, thus it is concluded that supervision, work discipline and the physical work environment together affect the performance of employees in Sirna Jaya Village. The results of this study are relevant to the results of Sita Auliya Permata and Ni Wayan Mujiati (2017).

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