The Influence of Work Environment and Motivation on Work Discipline of Grand Rocky Hotel Bukittinggi Employees

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Abstract

The purpose of this study was to see and measure how much influence the work environment (X1) and motivation (X2) had on the work discipline (Y) of employees at Grand Rocky Hotel Bukittinggi. The author uses a quantitative descriptive research method and the approach is causal associative. The technique for collecting data from the sample using a questionnaire has been tested for validity and reliability, distributed to employees of Grand Rocky Hotel Bukittinggi. In this study, the determination of the sample used proportional random sampling technique with a total of 82 samples. The data collected was processed using the SPSS application on a computer. To determine the assessment of the data by conducting normality testing, heteroscedasticity testing, multicollinearity testing. To find out the relationship between variables by doing multiple linear regression testing. After processing the data, this study states that the work environment has no influence on employee work discipline with the acquisition of the number of sig. 0.176 > 0.05, while motivation has a significant effect on work discipline with a sig. 0.000 < 0.05. But together the work environment and motivation affect work discipline with the acquisition of sig. 0.000 < 0.05. But together the work environment and motivation affect work discipline with the acquisition of sig. 0.000 < 0.05. But together the work environment and motivation affect work discipline with the acquisition of sig. 0.000 < 0.05.

Keywords: *Work Environment, Motivation, Work Discipline*

Abstrak

Tujuan penelitian ini adalah untuk melihat dan mengukur seberapa besar pengaruh lingkungan kerja (X1) dan motivasi (X2) terhadap disiplin kerja (Y) karyawan di Grand Rocky Hotel Bukittinggi. Penulis menggunakan metode penelitian deskriptif kuantitatif dengan pendekatan kausal asosiatif. Teknik pengumpulan data dari sampel menggunakan kuesioner yang telah diuji validitas dan reliabilitasnya, disebarkan kepada karyawan Hotel Grand Rocky Bukittinggi. Dalam penelitian ini penentuan sampel menggunakan teknik proportional random sampling dengan jumlah sampel sebanyak 82 sampel. Data yang terkumpul diolah menggunakan aplikasi SPSS pada komputer. Untuk mengetahui penilaian data dengan melakukan uji normalitas, uji heteroskedastisitas, uji multikolinearitas. Untuk mengetahui hubungan antar variabel dengan melakukan pengujian regresi linier berganda. Setelah dilakukan pengolahan data, penelitian ini menyatakan bahwa lingkungan kerja tidak berpengaruh terhadap disiplin kerja karyawan dengan perolehan angka sig. 0,176 > 0,05, sedangkan motivasi berpengaruh signifikan terhadap disiplin kerja dengan nilai sig. 0,000 < 0,05. Namun secara bersama-sama lingkungan kerja dan motivasi mempengaruhi disiplin kerja dengan perolehan sig. 0,000 < 0,05. Namun secara bersama-sama lingkungan kerja dan motivasi mempengaruhi disiplin kerja dengan perolehan sig. 0,000 < 0,05. Namun secara bersama-sama lingkungan kerja dan motivasi mempengaruhi disiplin kerja dengan perolehan sig. 0,000 < 0,05.

Kata Kunci: Lingkungan Kerja, Motivasi, Disiplin Kerja

PRELIMINARY

Business today's tourism develop very fastThis is because it can be seen from the increase in the number of visitors who make visits, the increase in flight destinations in new

directions, soaring investment in tourism aspects such as pioneering tourist attractions with new creations, and increasing infrastructure improvements. The development of the tourism industry is also influenced by the tourism business supporting sector, namely hospitality services. The hotel is a commercial accommodation and is run professionally and is intended for everyone to be able to get housing, food and beverage services along with other services provided [1]. The hotel's target is to get a profit, high work discipline plus a painstaking way of working will make the company get higher profits,

The development of human resource characteristics is needed to carry out tasks in order to comply with the rules set by the company through discipline. Discipline has a function to regulate the business in order to obtain the goals to be achieved, therefore the company's goals will not be achieved if work discipline is not applied. Work discipline itself can be interpreted as an act of someone's obedience to the provisions that have been made in an institution consciously without any encouragement from anyone [2].

The work environment plays an important role in improving work discipline to achieve company goals. The work environment is all conditions in the employee's work area and has an impact on employees to carry out their duties [3]. A good work environment will bring enthusiasm to work for employees to carry out their duties to the fullest. Vice versa, if the employee's work environment is in a bad condition, the employee's morale will not grow and will not get comfortable when carrying out their duties. Because comfort when working makes employees enthusiastic in carrying out their duties and by itself will lead to self-discipline for the employee.

Giving motivation to employees is no less important in improving employee work discipline. Motivation is the will, drive, and initiator that arises from a person's personality to carry out a desire to be achieved [4]. The implementation of activities in a company must be supported by motivation to improve employee discipline in carrying out the tasks that are their responsibilities and motivation will also have an impact on other activities. Motivation can be used as an effort to encourage employees to act creatively in order to achieve the goals aspired by the company.

Grand Rocky Hotel Bukittinggi is located in the city of Bukittinggi, West Sumatra, which offers lodging, food and beverage services.When the author conducted training at the Grand Rocky Hotel Bukittinggi, the author observed employee discipline, one of which was that the timeliness of employees to work was still not optimal because some employees were still present working past the time limit that had been made in the company rules that had been set. The author also observed that there were employees who went to rest during working hours or outside of break time. There are also employees who increase their rest time, meaning that when the break time has expired, the employee is still at rest and has not returned to his place of work. Some employees also go to other departments' workplaces outside of work as well when working hours have not been completed.

Employees also complain about the work environment such as the place to polish chinaware and glassware which is less spacious and there is no fan so that employees feel uncomfortable when doing their work activities in that place. Job training for employees is also still rarely carried out which causes a lack of motivation for employees to carry out their duties.

METHOD

The author uses a quantitative descriptive research method and the approach is causal associative. Causal associative is a study to determine the relationship between several variables [5]. This research was conducted to describe the atmosphere scientifically. Descriptive quantitative research is data collected and measured in the form of descriptions and numbers. Sampling using proportional random sampling, the total sample obtained is 82 employees. Proportional Random Sampling is obtaining data from samples taken at random and does not determine the level of the specified sample [6].Data collection that aims to collect research data is to use indirect communication by distributing questionnaires to respondents. Questionnaires were collected by giving several written statements to respondents so that they could be filled out. After obtaining data from the sample, then the data is processed to determine the magnitude of the influence value of all variables.

RESULTS AND DISCUSSION
Research result
Description of Work Environment, Motivation and Work Discipline

Work Environment Data was obtained through a statement of 9 items on the questionnaire which had been distributed to 82 respondents to be answered. After the data obtained on the work environment variables are processed, then the results are obtained:

Table 1. Description of Work Environment Variable Data (X1)

Category	Score Range	Frequency	Percentage (%)
Very good	36	82	100%
Well	30 - < 36	-	-
Enough	24 - <30	-	-
Bad	18 - <24	-	-
Very bad	<18	-	-
Total		**82**	**100 %**

From the values displayed, the respondents' assessment of the work environment concluded that 100% of the parts were very good,0% good group,0% group is quite good, 0% group is bad, and 0% of respondents indicated very bad. So that it can be said that the respondents regarding the work environment at Grand Rocky Hotel Bukittinggi is a very good category.

Next, motivation data were obtained through statements of 10 statements on the questionnaire which had been distributed to 82 respondents to be answered. After the data obtained on the motivation variable is processed, then the results are obtained:

Table 2. Description of Motivation Variable Data

Category	Score Range	Frequency	Percentage(%)
Very good	> 39.9	52	63.4%
Well	33.3 - < 39.9	30	36.6%
Enough	26.7 - < 33.3	-	-
Bad	20.1 - < 26.7	-	-
Very bad	< 20.1	-	-
Total		**82**	**100%**

From the displayed value, the respondent's assessment of motivation is concluded to be 63.4% very good part, 36.6% good part,0% is sufficient, 0% is bad, and 0% is very bad. So it can be said that the respondents regarding the motivation at the Grand Rocky Hotel Bukittinggi is a very good category.

Work Discipline data was obtained through a statement of 14 statements on the questionnaire which had been distributed to 82 respondents to be answered. After the data obtained on the work discipline variable is processed, then the results are obtained:

Table 3. Description of Work Discipline Data

Category	Score Range	Frequency	Percentage(%)
Very good	> 55.95	82	100%
Well	46.65 - < 55.95	-	-
Enough	37.35 - < 46.65	-	-
Bad	28.05 - < 37.35	-	-
Very bad	< 28.05	-	-
Total		**82**	**100%**

From the displayed value, the respondent's assessment of work discipline is concluded to be 100% very good part, 0 % good part,0% is sufficient, 0% is bad, and 0% is very bad. So it can be said that respondents regarding Work Discipline at Grand Rocky Hotel Bukittinggi are in very good category.

Hypothesis test

The data analysis technique is multiple regression which is tested with the SPSS program.

Table 4. Multiple Regression Test
Coefficientsa

Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	95,262	12,199		7,809	,000
	TX1	-,214	,157	-,151	-1,364	,176
	TX2	,239	,154	,172	7,549	,000

a. Dependent Variable: Y

Significance number is obtained. In the influence of the work environment on work discipline, the value is 0.176 > 0.05, the t count is 1.364 < t table 1.66437, from the value obtained, H1 is rejected, meaning that the work environment does not affect employee discipline.

Obtained Significance value. For the effect of motivation on work discipline the value is 0.000 <0.05, the t value is 7.549 > t table 1.66437, from the value obtained it means that H2 is accepted, meaning that there is an influence of motivation on work discipline. Furthermore, to determine the relationship between the independent variable and the dependent variable through the ANOVA test in the following table:

Table 5. Testing Anova
ANOVAa

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	77,808	2	38,904	61,889	,000b
	Residual	1626.582	79	20.590		
	Total	1704,390	81			

a. Dependent Variable: Y
b. Predictors: (Constant), TX2, TX1

Significant figures are obtained. For the influence of the work environment and motivation simultaneously affecting work discipline of 0.000 < 0.05, the arithmetic value is 61.889 > F table 3.11, from the acquisition of these results it means that H3 is accepted, meaning that the work environment and motivation together affect work discipline. Next to find out the regression coefficient of the variable:

Table 6. Coefficient of Termination
Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.812a	.660	.648	2.281

a. Predictors: Constant), TX2, TX1

From the data shown in this table, an Adjusted R Square value of 0.648 is obtained, based on the value obtained, it can be interpreted that the work environment and motivation together affect the work discipline variable of 64.8%.

Discussion
Effect of Work Environment on Work Discipline (X1)
After completing the research, the value of Sig. For the influence of the work environment on work discipline, the value is 0.176 > 0.05, the t count is 1.364 < t table 1.66437, from the value obtained, H1 is rejected, meaning that the work environment does not affect work discipline. This is because the work environment is not a benchmark for influencing employee work discipline at Grand Rocky Hotel Bukittinggi because there are other factors. The work environment was rejected because employees needed more motivation, because employees already understood the work environment at Grand Rocky Hotel Bukittinggi. The work environment can be interpreted as all conditions that exist in the work area, both physical condition, mental state and state of order that can have an effect on employees to improve discipline at work [7].

The Effect of Motivation on Work Discipline (X2)
After completing the research, the significance value was obtained. For the effect of motivation on work discipline the value is 0.000 <0.05, the t value is 7.549 > t table 1.66437, from the value obtained it means that H2 is accepted, meaning that there is an influence of motivation on work discipline. Efforts to increase the quality and quantity of work can be encouraged by providing motivation. So from the theory and data processing, it can be concluded that motivation has an influence on work discipline. Because motivation gives impetus to employees to be more active in carrying out the tasks that are their responsibility to achieve goals and obtain satisfactory results. High motivation will increase enthusiasm when working and will also increase work discipline.

The Influence of Work Environment and Motivation on Work Discipline
After completing the research, it was found that the significance value for the work environment and motivation together towards work discipline was 0.000 <0.05, the calculated F value was 61.889> from F table 3.11, from the value obtained it could be interpreted that H3 was accepted, meaning that the work environment and motivation together affect work discipline. From the data shown in the coefficient of determination table, the number in the Adjusted R Square column is 0.648, based on the value obtained, it can be interpreted that the work environment and motivation variables together affect the work discipline variable as much as 64.8% and 35.2% due to other factors. .

The hypothesis of the influence of the work environment on employee discipline at the Grand Rocky Hotel Bukittinggi is rejected, but together the work environment and motivation affect work discipline at the Grand Rocky Hotel Bukittinggi. So to improve employee work discipline, it is necessary to always improve the work environment and motivation. With the encouragement of motivation from within and from outside the employee, especially supported by a comfortable work environment, it will bring work discipline to carry out his duties. Cultivating high work discipline in employees, one of which is by providing a decent work environment and also assistance from several other factors such as the interaction of leaders with their members, supportive working conditions, interactions among fellow employees who get along and the completeness of the necessary work tools.

CONCLUSION

1. Work Environment Variables from predetermined indicators show that the highest percentage is at 100% in the Very Good category, in the interval 36.
2. Motivation variable (X2) from predetermined indicators shows that the highest percentage is 63.4% in the very good category, in the interval 39.9.
3. The Discipline Variable (Y) from the predetermined indicator shows that the highest percentage is 100% in the very Good category and is in the Good interval 55.95.
4. The work environment does not affect work discipline, based on the multiple linear regression test table, it is obtained that the significance value on the effect of the work environment on work discipline is 0.176 > 0.05, the t value is 1.364 < t table 1.66437, from this value obtained, H1 is rejected. , meaning that there is no influence between the work environment on work discipline.
5. Motivation affects work discipline, based on the multiple linear regression test table, the significance value on the influence of motivation on work discipline is 0.00 < 0.05, the t value is 7.549 > t table 1.66437, from the value obtained it means H2 is accepted, meaning that there is the effect of motivation on work discipline.
6. Work environment and motivation together affect work discipline by 64.8%.

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