



Analysis of the Influence of Work Discipline, Work Environment, and Job Satisfaction on Employee Performance at the Military Court Office I-02 Medan

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ABSTRACT

This study uses an associative-quantitative approach with a multiple linear regression model. Data collection was carried out by distributing questionnaires. The results of the study indicate that Work Discipline, Work Environment and Job Satisfaction have a positive and significant effect on the performance of employees of the Medan I-02 Military Court Office both partially and simultaneously. Work Discipline has a partial positive and significant effect on the performance of employees of the Medan I-02 Military Court Office, where the t-count value is 3.485 and t-table 1.676 with a significant value of 0.001 which means the significant value is greater than 0.05 (0.001 < 0.05). So H1 is accepted. Work Environment partially has a positive and significant effect on the performance of employees of the Medan I-02 Military Court Office where the t-count value is 3.687 and t-table 1.676 or t-count > t-table with a significant value of 0.000 which means the significant value is greater than 0.05 (0.000 < 0.05). So H2 is accepted. Job satisfaction partially has a positive and significant effect on the performance of employees of the Medan I-02 Military Court Office, where the t-value is 4.745 and t-table 1.676 with a significant value of 0.000 which means the significant value is greater than 0.05 (0.000 < 0.05). So H3 is accepted. Work discipline, work environment and job satisfaction together (simultaneously) have a positive and significant effect on the performance of employees of the Medan I-02 Military Court Office where the f-value is 102.824 and f-table or f-count > f-table = 102.824 > 3.10 with a significant value of 0.000 which means the significant value is smaller than 0.05 (0.000 < 0.05). So H4 is accepted

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INTRODUCTION

The performance of employees in a government agency is one of the main determinants of the success of the implementation of the duties and functions of the institution. In the context of the I-02 Medan Military Court Office, employees have a very important role in ensuring that the military legal process runs smoothly and fairly. Each employee is expected to be able to carry out his duties with full responsibility and professionalism, in accordance with the regulations that have been set. (Basirun et al., 2022) that employee

performance is one of the determining factors for the success of an organization, including government agencies such as the Military Court Office. The good performance of every individual in the organization will have a significant impact on the achievement of the goals that have been set. The I-02 Medan Military Court Office, as one of the institutions that plays a role in handling military legal cases in the Medan area, relies heavily on the performance of its employees to ensure that the military justice process runs in accordance with applicable regulations.

As a law enforcement agency, the I-02 Medan Military Court Office has a strategic role in maintaining discipline and order in the military environment. Therefore, the performance of employees in this institution is a crucial factor to ensure that justice is enforced quickly, appropriately, and effectively. Employees who have good performance will be better able to make a real contribution to the smooth work process in this institution. However, to achieve optimal performance, various factors that affect performance need to be considered, such as work discipline, work environment, and job satisfaction.

However, realities on the ground often show that employee performance is not always optimal. The various challenges and obstacles faced, both internally and externally, can affect employee productivity and work effectiveness. One of the factors that is often a concern is work discipline. In the military world, discipline is a highly respected value. Good discipline will ensure that employees comply with all existing rules and carry out their duties in a timely and accurate manner. Conversely, lack of discipline can have an impact on declining performance and service quality.

(Hermayanti, 2023) that work discipline is one of the main factors that determine the performance of an employee. Work discipline reflects the extent to which an employee complies with the rules and policies set by the organization. In the context of military institutions, discipline has a very important position, as it is part of the work culture that is embedded in military life itself. Employees who have a high level of work discipline tend to be more productive and able to carry out their duties well. In addition to work discipline, the work environment is also one of the factors that have the potential to affect employee performance. A good work environment involves not only physical aspects such as office layout, ventilation, and cleanliness, but also includes non-physical aspects such as employee relations, communication, and conflict management. An uncomfortable work environment, both physically and psychologically, can hinder employee productivity and lead to a decline in the quality of performance. Therefore, creating a conducive work environment is one of the priorities in an effort to improve employee performance.

The third factor that is no less important is job satisfaction. Job satisfaction refers to an employee's feelings towards his or her job, which includes aspects such as the awards received, recognition of achievements, and the compatibility between expectations and reality encountered at work. Employees who are satisfied with their work tend to be more enthusiastic in their work and provide maximum results. On the other dissatisfaction can have a negative impact on performance and can even trigger turnover or transfer of employees to other agencies.

Job satisfaction is also an important factor that must be considered. Employees who are satisfied with their work tend to be more enthusiastic and motivated to give their best in their work. Job satisfaction can be affected by a variety of aspects, from financial well-being, opportunities to grow, to relationships with employers and co-workers. High job satisfaction will contribute to optimal performance, while dissatisfaction can negatively impact employee productivity.

This research is motivated by the importance of understanding the influence of these factors on employee performance, especially in a military environment that has special characteristics. The I-02 Medan Military Court Office is one of the institutions that has a special task in enforcing the law in the military environment. The performance of employees in this office not only has an impact on the success of case resolution, but also affects the image of the institution in the eyes of the public. In an effort to improve employee performance, the Military Court Office I-02 Medan needs to understand well what factors can affect the performance. One way to gain this understanding is through in-depth research on the influence of work discipline, work environment, and job satisfaction on employee performance. As a form of responsibility for the implementation of the main duties and functions of the I-02 Medan Military Court, a report on the achievement of the performance results of the I-02 Medan Military Court during 2023-2024 will be informed. In order to realize the implementation of the main tasks and functions of the I-02 Medan Military Court, 5 (five) strategic objectives have been prepared and determined which are supported by the budget contained in 2 (two) Budget Implementation Lists (DIPA) managed by the I-02 Medan Military Court in the 2019 Fiscal Year which is sourced from the State Revenue and Expenditure Budget (APBN), namely:

DIPA Budget Section of the Administrative Affairs Agency (BUA) of the Supreme Court of the Republic of Indonesia (DIPA BA 01) amounting to Rp. 30,964,419,000 consisting of 2 (two) programs, namely: 1) Management support programs and the implementation of other technical tasks of the Supreme Court, and 2) The program to improve the facilities and infrastructure of the Supreme Court apparatus.

DIPA Budget Section of the Directorate General of the General Judiciary Agency (Dirjen Badilum) of the Supreme Court of the Republic of Indonesia (DIPA BA 03) amounting to Rp 1,579,238,000, which consists of 1 (one) program, namely the program to improve the management of the general judiciary.

Thus, the results of this study are expected to provide a clear picture of the performance conditions of employees in this office, as well as provide constructive input for policy-making related to human resource management at the Military Court Office I-02 Medan.

METHOD

This study uses a quantitative approach. According to (Sugiyono, 2017) the quantitative research method is a research method based on the philosophy of positivism, used to research on a certain population or sample, data collection using research instruments, quantitative/statistical data analysis through the SPSS 26 application with the aim of testing the hypothesis that has been determined. The population in this study is the total number of employees working at the Military Court Office I-02 Medan, then the sample is 88 people. (Gustavo Puluala, 2021) as he explained that the sample of this study uses total sampling. The data analysis technique used in this study is multiple linear regression.

RESULT

Multiple Linear Regression Analysis

Multiple linear regression testing explains the role of the variables Work Discipline (X1), Work Environment (X2), and Job Satisfaction (X3) on the Employee Performance variable (Y). The data analysis in this study used multiple linear regression analysis using SPSS 26.

Table 1. Multiple Linear Regression Processing Results

Coefficients ^a						
Type		Unstandardized Coefficients		Standardized Coefficients	t	Mr.
		B	Std. Error	Beta		
1	(Recorded)	5.122	1.627		3.148	.002
	Discipline Work	.261	.075	.258	3.485	.001
	Milieu Work	.239	.065	.308	3.687	.000
	Job Satisfaction	.368	.078	.413	4.745	.000

a. Dependent Variable: Kinerja Pegawai

Source: Processed with Spss 26 (2024)

Based on these results, the multiple linear regression equation The description of the multiple linear regression equation above is as follows: Based on these results, the multiple linear regression equation has the following formulation:

$$Y: 5,122 + 0,261X_1 + 0,239X_2 + 0,368X_3 + e$$

The understanding of the multiple linear regression equation above is as follows:

If everything in the free variables is considered zero or not considered, both in Work Discipline (X1), Work Environment (X2), and Job Satisfaction (X3). So Employee Performance (Y) has a value of 5.122. This means that without Organizational Culture, Job Loyalty, and Job Satisfaction, the level of Employee Performance is already 5,122.

If there is an increase in Work Discipline (X1) by 1 unit, then Employee Performance will increase by 0.261 units. This shows that Work Discipline has a positive effect on employee performance. If there is an increase in Work Discipline, then employee performance will also increase, and vice versa.

If there is an increase in the Work Environment (X2) by 1 unit, then Employee Performance will increase by 0.239 units. This shows that the Work Environment has a positive effect on employee performance. If there is an improvement in the Work Environment, then employee performance will also increase, and vice versa.

If there is an increase in Job Satisfaction (X3) by 1 unit, then Employee Performance will increase by 0.368 units. This shows that Job Satisfaction has a positive effect on employee performance. If there is an increase in Job Satisfaction, then employee performance will also increase, and vice versa.

Uji Hipotesis

Test t (Partial Test)

According to (Octaviani et al., 2021) that this partial test was carried out to test how much influence the independent variable had on the dependent variables of these variables, namely the variables of Work Discipline (X1), Work Environment (X2), and Job Satisfaction (X3) The form of hypothesis testing based on statistics can be described by Decision Making Criteria: 1) Reject the hypothesis if the tcount < ttable or -

tcount > - ttable or Sig. > 0.05. 2) Accept the hypothesis if the tcount \geq ttable or -tcount \leq - ttable or Sig. < 0.05

Table 2 t-Test (Partial Test)

Coefficients^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Mr.
		B	Std. Error	Beta		
1	(Constant)	5.122	1.627		3.148	.002
	Discipline Work	.261	.075	.258	3.485	.001
	Milieu Work	.239	.065	.308	3.687	.000
	Job Satisfaction	.368	.078	.413	4.745	.000

a. Dependent Variable: Kinerja Pegawai

Source : Processed with Spss 26 (2024)

The degree of table value is obtained using the following formula: The value of t for df = n – k 81

Information:

n = number of samples

k = Number of independent variables and bound variables α = Significant Level

df = 88 – 4 = 84 ttable = α 0,05 (5%)

Based on the table above, it can be seen that:

The Effect of Work Discipline on Employee Performance

The results showed that the tcount (3.485) > (1.676) ttable and significant (0.001) < (0.05). So it can be concluded that the first hypothesis is accepted. This means that the Work Discipline variable (X1) has a positive and significant effect on Employee Performance.

The Influence of the Work Environment on Employee Performance

The results showed that the tcount (3,687) > (1,676) ttable and significant (0.000) < (0.05). So it can be concluded that the first hypothesis is accepted. This means that the Work Environment variable (X2) has a positive and significant effect on Employee Productivity.

The Effect of Job Satisfaction on Employee Performance

The results showed that the tcount (4,745) > (1,676) ttable and significant (0.000) < (0.05). So it can be concluded that the first hypothesis is accepted. This means that the Job Satisfaction variable (X3) has a positive and significant effect on Employee Performance.

Simultaneous Test (F-Test)

According to (Hustia, 2020) that this simultaneous test was carried out to show whether all independent variables included in this model have a common influence on the dependent variables. The following F test results can be seen in the following table:

Table 3. Simultaneous Test Results (F)

ANOVA						
Model		Sum of Squares	df	Mean Square	F	Mr.
1	Regression	1571.290	3	523.763	102.842	.000b
	Residual	427.801	84	5.093		
	Total	1999.091	87			

a. Dependent Variable: Kinerja Pegawai

b. Predictors: (Constant), TotalX3, TotalX1, TotalX2

Source: processed with SPSS 26 (2024)

The form of hypothesis testing based on statistics can be described as follows: 1) Accept the hypothesis if the value of F is calculated > F table or Sig. < 0.05. 2) Reject the hypothesis if the value of F is calculated < F table or Sig. > 0.05.

From table 4.20, the value of F_{cal} is obtained of 89.943 with $\alpha = 5\%$, while the value of f_{table} for $df = 3.10$. From this description, it can be seen that $F_{calung} (102,842) > F_{table} (3.10)$. and a significant value $(0.000) < (0.05)$. Then it can be concluded that the hypothesis is accepted. This means that Work Discipline (X1), Work Environment (X2), and Job Satisfaction (X3) simultaneously (together) have a positive and significant effect on Employee Performance.

Determination Test (R)

This Determination Test is used to determine the percentage variation in the influence of the independent variable on the bound variable. (Kurnianto & Kharisudin, 2022), If the determination (R^2) is greater or closer to one, then it can be said that the independent variable has a greater influence on the bound variable.

Table 4. Determination Test (R^2)

Model Summary ^b				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.887 ^a	.786	.778	2.257
a. Predictors: (Constant), TotalX3, TotalX1, TotalX2				
b. Dependent Variable: KinerjaPegawai				

Based on table 4.20, it can be explained that:

The Adjusted R square figure of 0.778 which is called the determination efficiency which in this case is 77.81% of Employee Performance can be explained and obtained by Work Discipline, Work Environment and Job Satisfaction while the rest is $100\% - 77.8\% = 44.1\%$ by other variables that are unknown to the researcher.

DISCUSSION

The Effect of Work Discipline (X1) on Employee Performance (Y)

Based on the results of previous research (Widyawati, 2021), the researcher has proposed Hypothesis H1 which reads that: "Work Discipline partially has a positive and significant effect on Employee Performance at the Military Court Office I-02 Medan". This can be seen from the analysis of multiple linear regression through a positive t-test of $t_{count} (3.485) > (1.676) t_{table}$ and significant $(0.001) < (0.05)$. It can then be concluded that the second hypothesis proposed is accepted. The positive direction indicates that if Work Discipline improves, then Employee Performance will increase.

The Influence of the Work Environment (X2) on Employee Performance (Y)

Based on the results of previous research (Estiana et al., 2023), the researcher has proposed Hypothesis H2 which reads that: "The Work Environment partially has a positive and significant effect on Employee Performance at the Military Court Office I-02 Medan". This can be seen from the analysis of multiple linear regression through a t-test with a positive sign of $t_{count} (3,687) > (1,676) t_{table}$ and significant $(0.000) < (0.05)$. It can then be concluded that the second hypothesis proposed is accepted. The positive direction indicates that if Work Discipline improves, then Employee Performance will increase.

The Effect of Satisfaction (X3) on Employee Performance (Y)

Based on the results of previous research (Sofyan, 2021), the researcher has proposed Hypothesis H3 which reads that: "Job satisfaction partially has a positive and significant effect on Employee Performance at the Military Court Office I-02 Medan". This can be seen from the analysis of multiple linear regression through a positive t-test of $t_{count} (4.745) > (1.676) t_{table}$ and significant $(0.000) < (0.05)$. It can then be concluded that the second hypothesis proposed is accepted. The positive direction indicates that if Work Discipline improves, then Employee Performance will increase.

CONCLUSION

Based on the results of testing and data analysis that has been carried out, in this study several conclusions can be drawn as follows:

Work discipline partially had a positive and significant effect on Employee Performance at the Military Court Office I-02 Medan with regression values of t-count $(3,485) > (1,676) t_{table}$ and significant $(0.001) < (0.05)$.

The work environment partially had a positive and significant effect on Employee Performance at the Military Court Office I-02 Medan with regression values of t-count $(3.687) > (1.676) t_{table}$ and significant $(0.000) < (0.05)$.

Job satisfaction partially had a positive and significant effect on Employee Performance at the Military Court Office I-02 Medan with regression values of $t_{count} (4,745) > (1,676)_{table}$ and significant $(0.000) < (0.05)$.

The F_{cal} value was obtained as 102.842 with $\alpha = 5\%$, while the F_{table} value for $df = 3.10$. From this description, it can be seen that $F_{cal} (102,842) > F_{table} (3.10)$, and a significant value $(0.000) < (0.05)$. Then it can be concluded that the hypothesis is accepted. This means that Work Discipline (X1), Work Environment (X2), and Job Satisfaction (X3) simultaneously (together) have a positive and significant effect on Employee Performance.

Then, from the results of the research gave suggestions, namely:

Related to Work Discipline. It is recommended for leaders to pay attention to employees who have low attendance, low obedience to work rules and procedures, low vigilance, and poor work ethics that make employees experience a decrease in discipline. It is also advised to the leadership to always pay attention to the use of identification cards for employees, to make work easier and make it easier for the leaders themselves to recognize the employees.

Regarding the Work Environment, it is recommended for leaders to build a positive work environment so that the scope of work becomes comfortable and peaceful, that way employee performance will also improve and increasingly employee performance will improve very well.

Regarding Job Satisfaction, it is hoped that job satisfaction can be further improved by paying attention to or appreciating employee performance. This can increase job satisfaction and employee confidence, then by providing bonuses to spur employee performance spirit. Not only in the right intensive application but also in all aspects of employee life must also be considered so that employees are able to provide the best for the Office.

To improve Employee Performance can be done by providing motivation for employees to be enthusiastic about work and be creative in their work. It is also necessary to be sensitive to immediately help colleagues' work after their own work is completed, so that in addition to doing office work, employees also interact with fellow employees.

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