

The Influence Of Work Discipline, Work Facilities And Work Environment On Employee Work Productivity At The Faculty Of Economics Al-Azhar University Medan

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Abstract.

At the Faculty of Economics, Al-Azhar University, Medan, this study investigates how work discipline, work environment, and work facilities affect employee work productivity. This study is a quantitative study and uses a total sampling technique. The sample consists of 32 staff members. The Faculty of Economics, Al-Azhar University, Medan found that, partially, work discipline, work facilities, and work environment have a positive and significant effect on employee productivity. On the other hand, work discipline, work facilities, and work environment also have a positive and significant effect on employee productivity.

Keywords: Work Discipline; Work Facilities and Employee Work Productivity.

I. INTRODUCTION

Organizations, both companies and agencies, are defined as groups of people or human resources employed to perform organizational tasks. Having quality resources, especially employees as human strength and company assets, is very important for the success or failure of the company in achieving their goals. They are called employees or staff. A person shows discipline by accepting and obeying the rules that apply in his environment. In addition to having good work discipline, employees must also have an adequate work environment that makes it easier for them to do their jobs. If the workplace cannot help employees, productivity will decrease.

The Faculty of Economics of Al-Azhar University Medan has sufficient offices to support education and administration in two study programs, Management and Accounting. Although work facilities designed to improve the productivity and efficiency of service personnel, such as equipment, supplies, furniture, and equipment, are still considered insufficient to improve employee work productivity. Ultimately, not only good work discipline and sufficient work facilities are needed, but also a safe and comfortable work environment is also needed. This must make employees feel safe and comfortable in their workplace so that they can do their best work. The Faculty of Economics, Al-Azhar University, Medan has a fairly good working environment due to the collaborative employee management system that increases the sense of belonging and mutual need in every program and activity.

II. LITERATURE REVIEW

Work Discipline

Discipline is a person's tendency to follow and comply with the standards that apply in their environment. Organizational managers can use work discipline as an important tool to encourage members of the organization to behave well. By implementing work discipline, managers not only increase workers' awareness but also increase their desire to comply with company regulations and applicable social standards. Ultimately, this will help create a calm, peaceful, and productive workplace.

Work Facilities

Work facilities are various facilities and infrastructure provided by the company with the main aim of improving the welfare of workers. The provision of these facilities is carried out as a form of special attention from the company to the needs of employees so that they can work more comfortably and effectively. More specifically, facilities can be interpreted as special components in the company's offerings

that can be adjusted, either increased or reduced, without affecting the quality and model of services provided. In addition, facilities also act as tools or means that help smooth and facilitate the implementation of various work functions and tasks, thereby supporting the achievement of company goals more optimally.

Work environment

The work environment plays a vital role in supporting the success of employees in carrying out their duties and fulfilling their responsibilities in an organization or agency. Broadly speaking, the work environment can be understood as the overall conditions around the workplace where employees' daily professional activities take place. This environment is not only limited to physical aspects such as buildings, rooms, lighting, temperature, and work equipment, but also includes non-physical aspects such as employee relationships, organizational culture, management systems, and the work climate created. Both physical and non-physical aspects play an important role in influencing employee comfort, efficiency, and work motivation.

A well-designed and conducive work environment can increase work enthusiasm and productivity, while a less supportive environment can actually cause stress, reduce performance, and have a negative impact on employee well-being as a whole. Therefore, creating a healthy, safe, harmonious, and supportive work environment is a primary need in efforts to improve individual and organizational performance as a whole. In other words, the work environment is a physical and non-physical space where various employee work activities take place every day, which plays a significant role in supporting their comfort and work effectiveness.

III. METHODS

This research is included in the type of quantitative research and uses a total sampling technique, namely the entire population is used as a research sample. In this case, the sample consists of 32 employees who are directly involved as respondents to obtain the data needed in the analysis. This approach was chosen because the population is relatively small, allowing all members of the population to be sampled in order to obtain more accurate and representative results.

$$Y = a + b_1X_1 + b_2X_2 + b_3X_3 + \varepsilon$$

IV. RESULTS AND DISCUSSION

Validity Test

Table 1. Validity Test
Work discipline variable (X1)

Nomor Soal	rhitung	rtabel	Keterangan
1	0,945	0,349	Valid
2	0,948	0,349	Valid
3	0,945	0,349	Valid
4	0,898	0,349	Valid
5	0,898	0,349	Valid
6	0,850	0,349	Valid
7	0,948	0,349	Valid
8	0,895	0,349	Valid
9	0,923	0,349	Valid
10	0,895	0,349	Valid

Work Environment (X2)

Variables	rcount	rtable	Information
1	0.610	0.349	Valid
2	0.600	0.349	Valid
3	0.574	0.349	Valid
4	0.579	0.349	Valid
5	0.566	0.349	Valid

6	0.620	0.349	Valid
7	0.466	0.349	Valid
8	0.557	0.349	Valid
9	0.438	0.349	Valid
10	0.630	0.349	Valid

Work Environment (X3)

Nomor Soal	rhitung	rtabel	Keterangan
1	0,649	0,349	Valid
2	0,590	0,349	Valid
3	0,619	0,349	Valid
4	0,649	0,349	Valid
5	0,459	0,349	Valid
6	0,776	0,349	Valid
7	0,742	0,349	Valid
8	0,767	0,349	Valid
9	0,690	0,349	Valid
10	0,603	0,349	Valid

The corrected Item-Total correlation value, also known as r_{count} , which is greater than r_{table} , is owned by all statements related to each variable. As a result, each statement is recognized as valid, which allows this study to proceed to the reliability testing stage.

Normality Test

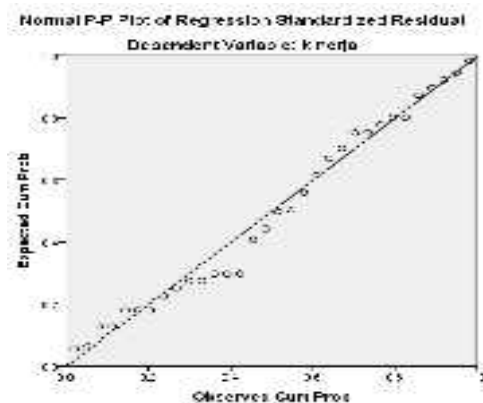


Fig 1. Data Normality

Multicollinearity Test

Table 4. Multicollinearity Results

Model	Collinearity Statistics	
	Tolerance	VIF
(Constant)		
1 work discipline	,632	1,581
work facilities	,744	1,345
work environment	,758	1,320

Heteroscedasticity Test

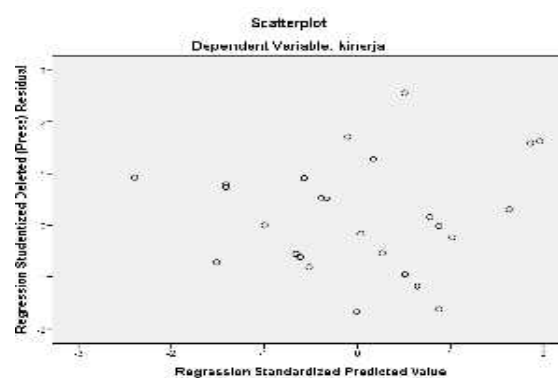


Fig 2. Scatterplot

Hypothesis Testing**Table 5.** Results of Statistical Test of Regression Coefficient**Coefficients^a**

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	4,053	5,642		,718	,478
work discipline	,401	,088	,549	4,565	,000
work facilities	,253	,108	,261	2,353	,026
work environment	,299	,133	,246	2,239	,033

Table 6. Partial Test Results (T-Test)

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	4,053	5,642		,718	,478
work discipline	,401	,088	,549	4,565	,000
work facilities	,253	,108	,261	2,353	,026
work environment	,299	,133	,246	2,239	,033

Simultaneous Test(F Test)**Table 6.** Simultaneous Test Results (F Test)

Model	Sum of Squares	Df	Mean Square	F	Sig.
1 Regression	35,624	3	11,875	27,138	,000 ^b
Residual	12,251	28	,438		
Total	47,875	31			

Determination Test (R²)**Table 7.** Determination Results

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics	
					R Square Change	F Change
1	,863 ^a	,744	,717	,66148	,744	27,138

This shows that in the Faculty of Economics, Al-Azhar University, Medan, the variables of Work Discipline, Work Facilities, and Work Environment together contribute 74.40% to employee work productivity. Meanwhile, the remaining 25.60% is influenced by other factors not discussed in this study. In other words, although the three variables have a significant role in increasing productivity, there are still other aspects that have not been studied and may also affect employee performance as a whole.

Discussion**The effect of X1 on Y**

There is a t-value of 4.565 with a significance level of 0.000, which indicates that the work discipline variable (X1) has a significant influence on employee work productivity (Y). This shows that work discipline affects employee productivity at the Faculty of Economics, Al-Azhar University, Medan. In other words, the level of work discipline possessed is proportional to its contribution to the level of employee work productivity. In other words, the level of employee work discipline is proportional to the level of work productivity that can be achieved. This finding shows how important it is to implement strict and consistent discipline as one of the main keys to improving employee performance and work results in the faculty environment.

The effect of X2 on Y

The null hypothesis (H0) is rejected, and the alternative hypothesis is accepted, based on the data in the table. Therefore, it can be concluded that improving the availability and quality of the workplace also plays an important role in improving employee productivity at the Faculty of Economics, Al-Azhar

University, Medan. This shows that the existence and quality of an adequate workplace are very important to help employees work more efficiently and effectively, which has a positive impact on improving their overall performance and work results. This finding confirms that efforts to improve and provide good facilities need to be continuously carried out in order to support optimal work productivity in the faculty environment.

The effect of X3 on Y

The null hypothesis (H0) is rejected and the alternative hypothesis is accepted because the data in the table shows that the t-value is 2.239 with a significance level of 0.03, and the t-table value is 2.042 at a 95% confidence level or α of 0.05. In other words, the results of the statistical analysis indicate that the work environment variable has a significant effect on employee productivity. This shows that the better the quality of the work environment at the Faculty of Economics, Al-Azhar University, Medan, the higher the productivity shown by its employees. This finding confirms that creating a comfortable, supportive, and conducive work environment is very important to encourage increased employee performance in carrying out their duties and responsibilities.

V. CONCLUSION

The results of the research that has been conducted show that employee productivity at the Faculty of Economics, Al-Azhar University, Medan tends to increase if they apply high work discipline, work in a supportive environment, and are supported by adequate facilities. Good work discipline encourages employees to be more responsible and consistent in completing their tasks. A conducive work environment can create a comfortable work atmosphere, thus supporting employee enthusiasm and work motivation. Meanwhile, adequate work facilities also support effectiveness and efficiency in carrying out work. Thus, these three variables support each other in creating more productive employee performance and are oriented towards achieving institutional goals.

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