

The Impact Work Discipline and the Work Environment on the Performance

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Abstract: The purpose of this study is to identify and describe the motivation, work discipline, and the work environment; to analyze the significance level of motivation, work discipline, and the work environment; and to partially analyze the significance level of motivation, work discipline, and the work environment on the performance of Indonesian Air Force members at the Logistics Service of Muljono Air Base Surabaya. The venue of the research was Kodikau Halim Perdana Kusuma, Jakarta. Human Resources, where Army Wife Union (AWU) Ardy Garini women in the Halim Perdana Kusuma area of Jakarta were the spouses of Indonesian National Army Air Force troops in the AWU Ardy Garini forum who promptly backed her husband's career, led to the selection of the place for this study. In defending, protecting, and preserving The Unitary State of the Republic of Indonesia. individual qualities and organizational effectiveness commitment to accomplish work on schedule, AWU Ardhya Garini Kodik at Halim Perdana Kusuma Jakarta might respond to abilities and attitudes that benefit organizational Effectiveness. Individual qualities are the most prominent and influential of the assessed components affecting the performance of an organization. Thus, the development in organizational performance at AWU Ardhya Garini Kodik at Halim Perdana Kusuma Jakarta is heavily influenced by skills and dispositions.

Keywords: Determination, Work Discipline, Environment, Performance.

1. INTRODUCTION

The Air Force is a component of the The Indonesian National Army that is the core of the air defence force (principal component) and is required to be ready at all times to ensure the enforcement of the sovereignty and territorial integrity of the Unitary State of the Republic of Indonesia and to safeguard the honour and safety of the nation, along with other core defence forces. As the primary component of state defence equipment in the air domain, the Indonesian Air Force has always supported the The Indonesian National Army missions in War Military Operations and Military Operations other than War with reserve and supporting components. Article 7 paragraph (2) pint b.12 of Law no. 34 governing the The Indonesian National Army stipulates that the Air Force must be prepared to support the The Indonesian National Army obligations, one of which is implementing the Military Operations other than War to carry out natural disaster relief operations, evacuations, and humanitarian assistance. The Indonesian Aviation Force's role in natural disaster relief operations primarily supports air

operations for evacuation and the distribution of humanitarian aid. tn

As the executor of the Indonesian Air Force Operations Command II, Muljono Air Force Base is primarily responsible for preparing and executing the supervision and operation of all units within its ranks, cultivating the potential of Aerospace, and providing Operational Support to other units. The Airbase's Logistics Service is responsible for coordinating the planning of logistical support activities such as Karma, Check State Property, Sarban, Armaments, Fuel Oil and Lubricant, and Fasint. In carrying out their tasks, the Head of the Logistics Office is helped by Kasikalmat, the Head of Head Office, the Head of State Property Head of Office, the Head of Fuel Oil and Lubricant Head of Office, the Head of Staff, and the Head of Fasint. The Head of Fuel Oil and Lubricant is the Kadislog's assistant/executive staff in supplying air/ground Baminmas, maintaining its facilities, and planning for reception, storage, and services.

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Muljono Airbase Surabaya is a location where individuals can achieve goals, both personal goals and Muljono Airbase Surabaya's aims. In a Surabaya Muljono Airbase, individual differences are widespread. Individuals will have diverse perspectives, objectives, requirements, and skills (Amir, Syafar, and Kaseng, 2016). Every Muljono Airbase Surabaya requires a supporting component to achieve robust performance and high productivity in its operational activities. Human resources are the most crucial thing to consider. With qualified human resources, it is anticipated that all activities can be conducted optimally. The human resource aspect determines the success or failure of a task performed by any agency. The one who provides vitality,

Work motivation is another essential component that influences the performance of members. Motivation at work is a decisive factor in an agency's performance. Work motivation is the human drive, effort, and desire that activates empowers and leads behaviour in the performance of activities within the scope of work. Therefore, motivation is always a big worry for the agency, as it is intimately tied to the performance outcomes of agency members (Veronica et al, 2018). Work motivation is also commonly understood as a stimulant of desire and willpower that generates a person's passion for accomplishing the desired objective. This study references prior research conducted by Cahyana and Jati (2017) by adding one independent variable, motivation, to the research completed by Amir, Syafar, and Kaseng (2016). Because if someone is motivated, they will make a favourable decision to achieve something, Amir, Syafar, and Kaseng argue that motivation is the key to success (2016).

Discipline is the most crucial aspect of our nature since it makes us obedient in whatever we do. As a student, it is essential to exhibit disciplined behaviour. Discipline is not only demonstrated by obeying school rules, but also by disciplining oneself to become an orderly person who follows the rules wherever we are. Discipline is conduct that demonstrates compliance with numerous laws and regulations. Work discipline elements can also influence the performance of members, in addition to work environment considerations. Discipline is a management activity designed to implement operational standards as an attitude, conduct, and action in conformity with both statutory and unwritten agency requirements. Discipline incentivizes individuals to adhere to a defined guideline; work discipline will foster a favourable environment (Ikhsani, 2017).

The work environment is one of the elements that can affect the performance of a member. A friendly and healthy work environment can enhance an employee's performance. The organization must therefore provide a suitable work environment,

including both the physical environment (pleasant office layout, clean surroundings, sufficient air exchange, colours, adequate lighting, and beautiful music) and the non-physical environment (work atmosphere, welfare of members). Members, relationships between members, relationships between members and leaders, and worship sites). According to Afiandi (2018), a good workplace can offer a sense of security and allow members to operate at their highest potential. Performance (performance) is an indication of the level of achievement of the implementation of an activity/program/policy in achieving the organization's stated goals, objectives, vision, and mission as outlined in its strategic plan. Individuals or groups have established standards by which the success of a performance can be determined.

The current performance status of the Muljono Airbase Logistics Service indicates an adverse environment. Several indicators demonstrate this, including that members frequently use their time for purposes other than work, are frequently absent from work, and lack the discipline to work diligently. Additionally, members' capacity to serve the community is less aligned with the target. Programs are executed. Given the logistics service's need to increase members' performance, this must be balanced with efforts to improve the physical and non-physical quality of Logistics Service members. The author wishes to determine how the influence of motivation is affected by the aspects discussed previously.

2. CONCEPTUAL FRAMEWORK

2.1 Organizational Performance

According to James L. Gibson, Effectiveness is the achievement of objectives demonstrating the degree of Effectiveness (Pasolong, 2010, p. 4). Effectiveness is doing what is right. A company's method of accomplishing organizational objectives may be efficient but ineffective. The closer an organization is to its objective, the more effective it will be (Ahadi, 2010, p. 3). According to Tangkilisan (2005), criteria or measurements of organizational efficiency regarding internal organizational elements and external factors include organizational productivity or output, organizational adaptability or responsiveness, and organizational culture. Organizational Effectiveness is measured by its ability to adjust to internal and external changes, the absence of friction inside the organization or barriers to conflict between divisions: achieving objectives, Job Satisfaction, Adaptability (Flexibility), and Responsibility.

2.2 Personalized Traits

Each individual or character must position himself and his work environment optimally to enhance his performance to its fullest potential. According to Toha, M. (2010), individual characteristics include the abilities, personal views, expectations, needs, and past experiences that individuals bring to the organizational

structure. Individuals possess all these qualities, and they will enter a new setting, namely the organization. Human resources are the most valuable asset in a firm, as every individual possesses unique traits. According to Arief Subyantoro (2009), everyone has unique perspectives, objectives, requirements, and skills. This variation will be carried over into the workplace, resulting in varying levels of happiness among employees who work in the same location. Abilities, abilities, values, attitudes, and Interests are the indications of individual qualities, according to Arief Subyantoro.

2.3 Commitment

According to Greenberg (2005), organizational commitment is an employee's willingness to support a particular organization and its aims and their intention to maintain participation in the organization. In addition, Steers and Porter (1983) propose that commitment is an individual condition in which people become bound by their activities. This activity will build beliefs that promote their involvement and activities. Employees' identification, involvement, and loyalty to the organization are the three primary components of organizational commitment. According to (Busro, 2018), organizational commitment is a form that develops from the willingness, sincerity, and awareness of individuals who are always in the organization and is manifested by the amount of work, motivation, and belief in achieving the organization's vision, mission, and goals. According to (Julistia, 2015), the following are indicators of organizational commitment: company pride, willingness to take sides/sacrifice, and business loyalty.

3. RESEARCH METHODS

3.1 Investigate Sites

Location This study was carried out at Kodikau Halim Perdana Kusuma in Jakarta. Human Resources, where AWU Ardya Garini women in the Kodikau Halim Perdana Kusuma neighbourhood in Jakarta were the wives of Indonesian National Army Air Force soldiers in the AWU Ardya Garini forum who swiftly supported her husband's career in guarding, protecting, and safeguarding the Unitary State of the Republic of Indonesia (NKRI).

3.2 Sample and Population

The researcher selected the research sample using the census approach. So, the number of samples in this investigation was fifty individuals. This study's participants were all AWU women from Jakarta named Ardya Garini Kodikau Halim Perdana Kusuma. The number of mothers of AWU Ardya Garini is fifty.

3.3 Data Analysis Method

The following strategies were utilized in the analysis of the data for this study: Using multiple linear Regression, the influence of individual traits (X1) and commitment (X2) on the organizational effectiveness variable of AWU Ardya Garini's organization was determined (Y). The SPSS application assists regression analysis with the following equation:

$$Y = +\beta_1X_1 + \beta_2X_2 + e$$

4. RESULTS AND DISCUSSION

The following table presents the findings of linear regression analysis between individual traits, commitment, and work environment variables and organizational success for AWU member Ardhya Garini Kodik at Halim Perdana Kusuma Jakarta.

Table 1: Results of Multiple Linear Regression Analysis Summarized

Variable	Information	Regression Coefficient (b)	t count	Sig.
X1	Individual distinctions	-,296	-1,838	0,073
X2	Commitment	0,607	9,226	0,000
Constant	5,071			
R	0,862			
Modified R Square	0,744			
F score	44,504			
Sig. F	0,000			
n	50			
Organizational effectiveness = dependent variable (Y)				

Source: Processed data in 2021

Based on the above regression table, multiple linear regression equations can be organized as follows.

$$Y = a + b_1X_1 + b_2X_2 + e$$

$$Y = 5.071 + -0.296 X_1 + 0.607 X_2 + e$$

The constant regression value of 5.071 shows that when the independent variables (human traits, commitment) are considered constant, or the value is 0, organizational Effectiveness on the job still exists. AWU member Ardhya Garini Kodik at Halim Perdana

Kusuma Jakarta. Individual characteristics have a beneficial effect on the organizational Effectiveness of AWU Ardhya Garini Kodik and Halim Perdana Kusuma Jakarta, as indicated by the regression coefficient (b1) of -0.296 for the variable 'individual characteristics' The results of the t-test indicate that the probability value of the variable X1 (0.073) is smaller than the mistake rate of the researcher (= 0.05). The commitment variable's regression coefficient (b2) of 0.607 demonstrates that dedication positively affects the

Effectiveness of member organizations. The t-test results indicate that the probability value of the variable X1 (0.000) is less than the researcher's error rate of 0.05 (= 0.05). Multiple correlation coefficient analysis can be used to examine the close link between the independent variables of individual traits (X1) and commitment (X2) and the dependent variable of organizational efficiency (Y). The correlation between the independent variable (individual traits, commitment) and the dependent variable (organizational Effectiveness) is 86.2% based on the R-value (Correlation Coefficient) of 0.862. This graph demonstrates a high correlation between the researcher-selected independent and dependent variables. The value of R2 (adjusted) or the value of the coefficient of determination is 0.744, which indicates that individual qualities and dedication to organizational success account for 74.4% of the variance. In comparison, the remaining 25.6% consists of other unresearched independent variables.

4.1 Hypothesis Test Outcomes I

In this study, the F test is used to assess the effect of individual qualities and commitment variables on organizational Effectiveness. This hypothesis was submitted by AWU members Ardhya Garini Kodik and Halim Perdana Susuma Jakarta. According to the F test results, the computed F value is 44,504 and the sig value is 0.000, however the F table value (; DF = nkl) for = 0.05 and df = 50 is 2.76. Comparing the calculated F to the F table reveals that both the calculated F (F count (44.504) > F table (2.76)) and the sig. F value (0.000) is less than the researcher's error rate of 0.05 or 5%. Therefore, it can be inferred that individual traits, commitment, and work environment substantially impact the employee organization's success. Therefore, the research hypothesis can be demonstrated.

4.2 Test Result for Hypothesis II

In this study, the t-test is used to examine the significance of the effect of each (partial) independent variable on the dependent variable (Hypothesis II). The three independent variable test findings are reported in the table below.

Table 2: Independent and Dependent Variable Test

No	Independent variable	Dependent variable	ratio of Regression	Sig. t	Failure to tolerate the level	Results
1	X1- Personal qualities	Y- Organizational performance	-,296	0,073	0,005	X1 influences Y
2	X2- Obligation	Y- Organizational performance	0,607	0,000	0,005	X2 influences Y

According to the summary above, all independent factors significantly impact the efficacy of member organizations. Compared to the regression coefficient values of the independent variables and others, Ardhya Garini Kodik at Halim Perdana Kusuma Jakarta has the most significant magnitude of influence (regression coefficient value), 0.743%. Consequently, the second research data's hypothesis is confirmed.

5. RESEARCH RESULTS AND DISCUSSION

Four indicators measure the individual qualities of AWU members Ardhya Garini Kodik and Halim Perdana Kusuma Jakarta, including their abilities, values, attitudes, and interests. For indicators of capability, namely membersAWU Ardhya Garini Kodik at Halim Perdana Kusuma Jakarta having the capability by the commitment, the majority of respondents tend to strongly agree with the statement that the health centre's members have the capability by the commitment. For value indicators, namely members' agreement that each task performed has values consistent with the commitment, the majority of respondents prefer to agree strongly and chose the statement that members' agreement that each task performed has values consistent with the commitment.

The majority of respondents tend to strongly agree with the assertion that members' attitudes reflect

their level of commitment regarding attitude indicators, meaning that members' attitudes reflect their level of commitment. For interest indicators, namely membersAWU Ardhya Garini Kodik at Halim Perdana Kusuma Jakarta having a strong interest in work, the majority of respondents tend to agree with the assertion that members of the health centre have a strong interest in work. The analysis of the description of commitment revealed that the commitment of membersAWU Ardhya Garini Kodik and Halim Perdana Kusuma Jakarta affects member organizations' Effectiveness in promoting a positive attitude. The dedication of Ardhya Garini Kodik and Halim Perdana Kusuma Jakarta members of the AWU is measured by three indicators: pride, willingness, and loyalty Astuti, Supanto & Supriadi B. (2019).

For indicators of pride, namely members AWU Ardhya Garini Kodik and Halim Perdana Kusuma Jakarta having pride in their organization, it is demonstrated that most respondents tend to strongly agree with the statement that members in the organization are always involved in organizational activities. The majority of responders tend to strongly agree with the assertion that members of the organization will always support the organization and its objectives. For markers of loyalty, namely that members have a loyal attitude, the majority of

respondents tend to agree with the statement that Members in the organization firmly have the purpose of retaining their membership.

The analysis of the description of commitment revealed that the commitment of members AWU Ardhya Garini Kodik and Halim Perdana Kusuma Jakarta affects member organizations' Effectiveness in promoting a positive attitude. The performance of AWU member organizations Ardhya Garini Kodik and Halim Perdana Kusuma Jakarta is determined by five indicators: target achievement, flexibility, job satisfaction, and accountability. For indications of target achievement, namely organizational objectives, the majority of respondents tend to agree with the assertion that targets can be set by the company and can be achieved appropriately. For measures of adaptability, specifically, adjustment to change, the majority of respondents tend to agree with the assertion that the organization can adapt to both internal and external changes. For markers of job satisfaction, namely a sense of comfort and motivation, most respondents tend to agree that all company members can bring comfort and incentive. For the indicator of duty, meaning choosing responsibility for the provided mandate, it is demonstrated that most respondents tend to agree with the assertion that they can carry out the mandate by the stipulations set previously. The description study of organizational Effectiveness revealed that the actions conducted by member organization spin Ardhya Garini Kodik and Halim Perdana Kusuma Jakarta are always practical.

Members of AWU Ardhya Garini Kodik at Halim Perdana Kusuma in Jakarta were evaluated based on their achievement of goals, flexibility, job satisfaction, and accountability. The examination of organizational effectiveness description revealed that member organizations of P.I.A. Ardhya Garini Kodik and Halim Perdana Kusuma Jakarta are capable of engaging in beneficial activities. According to Toha, M. (2010), individual characteristics include the abilities, personal views, expectations, needs, and past experiences that individuals bring to the organizational structure. Individuals possess all these qualities, and they will enter a new setting, namely the organization. This research is evaluated based on skills, values, attitudes, and pursuits. Andra Muhammad (2017), *The Effect of Individual Characteristics and Job Characteristics on Employee Performance at the Hulu Sungai Tengah Regency Office of the National Defense Agency Independent Variables of Individual and Job Characteristics, Performance-Related Variables, Multiple Linear Regression Analysis*, and The results indicate that individual traits have a favourable and statistically significant effect on performance (sig 0.05).

According to (Busro, 2018), organizational commitment is a form that develops from the willingness, sincerity, and awareness of individuals who

are always in the organization and is exemplified by the amount of work, motivation, and belief in achieving a shared vision, mission, and goals. The Influence of Servant Leadership, Individual Characteristics, and Organizational Culture on Organizational Commitment and Work of State Civil Apparatus in the Government of West Sulawesi Province, Nafi, Supriadi & Roedjinandari (2018).

The researcher discovered that servant leadership significantly influenced organizational commitment and performance. Individual traits have a good and robust impact on commitment. Several explanations for the results of this study, when compared to the results of previous studies, lead to the conclusion that members with roles and responsibilities in carrying out service work, particularly community service, require pride, willingness, and loyalty from members in carrying out activities. If these conditions are met, the possibility of achieving organizational Effectiveness is realized.

6. CONCLUSIONS AND SUGGESTIONS

This study discusses the influence of individual traits and dedication on the organizational efficiency of AWU Ardhya Garini Kodik at Halim Perdana Kusuma Jakarta, as suggested by the study's conclusions and recommendations for further research. The following: Respondents agreed with AWU members Ardhya Garini Kodik and Halim Perdana Kusuma Jakarta that positive attitudes and pursuits can result in favourable individual characteristics. Members discovered that pride and loyalty could result in organizational commitment. The efficacy of the bank's organization is determined by the achievement of goals, adaptability, job satisfaction, and accountability to perform organizational activities by established goals and regulations. The results showed individual attributes and dedication to the organizational success of AWU Ardhya Garini Kodik and Halim Perdana Kusuma Jakarta. Individual traits to respond to abilities and attitudes favour the organization's ability to accomplish work on time. Individual qualities are the most prominent and influential of the assessed components affecting the performance of an organization. Thus, the development in organizational performance at AWU Ardhya Garini Kodik at Halim Perdana Kusuma Jakarta is heavily influenced by skills and dispositions.

Members of AWU Ardhya Garini Kodik and Halim Perdana Kusuma Jakarta respect one another due to their lack of positive individual traits. For this reason, effective collaboration with other team members is required to perform the assignment as intended. Aspects of member communication to meet work objectives. Therefore, communication infrastructure and facilities must be reviewed and assessed. The outcomes of the evaluation are anticipated to boost the organization's efficiency. AWU members Ardhya Garini Kodik and

Halim Perdana Kusuma Jakarta had the highest level of responsiveness to the chairman's directions, indicating that they executed the obligations of the organization's leadership with speed. Before being explored in this study, the author feels that numerous additional aspects can affect the success of an organization.

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