

Improving Employee Performance Through Supporting Factors At San-Yu Frame Molding Industries Semarang Company

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Abstract. The purpose of this study is to examine the factors that affect employee performance at San-yu Frame Molding Industries. The population in this study were 397 employees of the production department of San-yu Frame Molding Industries. With details of 205 permanent employees and 192 contract employees. The number of samples in this study was 51 people using purposive sampling method. data analysis tools using the SPSS program using multiple linear regression data analysis methods. The results of this study state that the three variables affect employee performance at San-Yu Frame Molding Industries Semarang. The results of regression calculations can be seen that the three variables have an influence on employee performance by 73.2%. While the remaining 26.8% is influenced by other variables. San-yu Frame Molding Industries in improving employee performance should pay attention to motivation, work environment, and employee discipline. this is because it has a major influence in improving work performance and productivity.

Keywords : Motivation, Environment, Discipline, Performance Employee

1. INTRODUCTION

In a company, talking about results is one of the main capital and plays a very important role in achieving the vision and mission of a company. Therefore, companies need to prepare reliable and competent human resources so that the performance of a company can be optimized. The success of a company is determined by the individual performance of each employee, if the performance of each individual is good, it will affect the success the company wants. Among the many goals of the company, improving employee performance is one of the important forces to realize the hopes and goals of each company.

Good employee performance is often closely related to the company's success in providing encouragement and motivation to employees to continue to give all their dedication to the company. The factor that affects performance is the motivation factor. In order to achieve the goals of the company, employees need motivation to work more actively and diligently so that the tasks or work done are in accordance with the wishes of the company. Work motivation according to Siagian (2019) as a driving force for someone to make the greatest contribution to the success of the organization in achieving its goals. Meanwhile, according to Hasibuan (2020) Motivation is the provision of driving force that creates a person's enthusiasm, so that they want to work together, work effectively and be integrated with all their efforts to achieve goals. The results of research by Saputra, et al (2023), Alfin Muslikhun, et al (2022) and Hidayat (2021) show a positive and significant effect on performance.

The work environment is one of the most important components in employees completing their work. The creation of a safe, comfortable and pleasant work environment is one of the ways that companies must take to improve the performance of their employees. Work environment factors can affect employee performance in terms of a harmonious scope or conducive work environment and can create a sense of maximum work improvement. Company support is a separate spirit for employees in completing their tasks properly and in accordance with the wishes of the company. The work environment is everything that is around the worker, which can affect a worker in carrying out the tasks assigned (Nitisemito). The results of research according to Nurhandayani (2022), Sinambela (2022), and Nurdin (2021) show that the work environment has a positive and significant effect on performance.

Humans as individual creatures sometimes want to do things freely, but humans also act as social creatures who live among other individuals, who must obey the rules that limit and apply. Discipline shows a reflection of every attitude possessed by humans, discipline methods have been taught and applied both since humans are young to adulthood. Discipline is an attitude of willingness and willingness of a person to obey and obey the norms of the rules that apply around him (Singodimedjo, 2002). Meanwhile, according to Sinungan (2018) discipline drives performance or discipline is an important means of achieving performance. Research results according to Parta (2023), Tarigan (2021), and Kurniawan (2021) show that discipline has a positive and significant effect on performance.

San-yu Frame Molding Industries emphasizes production employees to achieve production targets so as to meet market demand. The average production in the 2021 period is 1,707 pieces with an average percentage of 97.17%. The data above shows that there is still a shortage of 2.83% of the average percentage of production targets that have not been achieved. This condition shows that there are still problems with the performance of production employees at San-yu Frame Molding Industries Semarang. Based on the phenomenon that occurred at San-yu Frame Molding Industries Semarang, it shows that the production data cannot reach the target. It is suspected that the performance of employees of San-yu Frame Molding Industries has not been maximized. Various factors can affect the performance of employees such as motivation, work environment and discipline.

2. LITERATURE REVIEW

Motivation to work is very important for the high and low productivity of the company. Without the motivation of employees to work together for the benefit of the company, the goals that have been set will not be achieved. Conversely, if there is high motivation from employees, then this is a guarantee of the company's success in achieving its goals (Gitosudarmo, 2001). Herzberg in Priansa (2014) states that motivation is extrinsic factors sourced from outside the self that contribute to determining one's behavior in one's life. The results of research from Saputra, et al (2023), Alfin Muslikhun, et al (2022), and Hidayat (2021) show a positive and significant effect on performance. Based on the description above, hypothesis 1 (H1) proposed in this study is:

H1 : Motivation has a positive effect on employee performance.

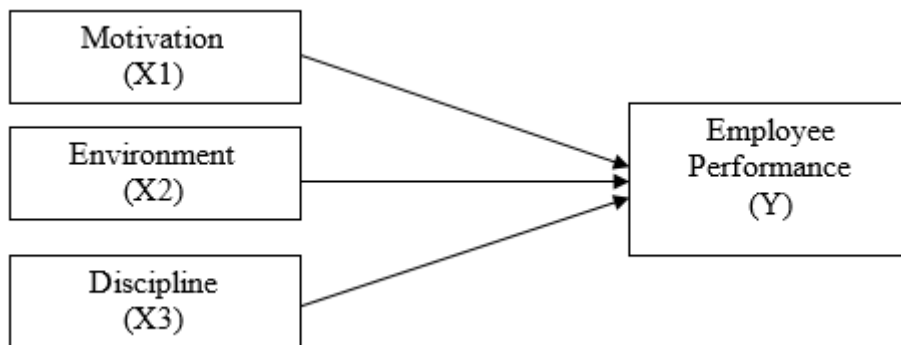
The work environment is the entirety of the tools and materials at hand, the surrounding environment in which a person works, his work methods, and his work arrangements both individually and as a group (Sedermayanti, 2009). The work environment is designed in such a way as to create a working relationship that binds workers to their environment. A good work environment is when employees can carry out tasks or activities optimally, healthily, safely and comfortably. A poor work environment can demand more labor and time and does not support the design of an efficient work system. The results of research from Nurhandayani (2022), Sinambela (2022), and Nurdin (2021) show a positive and significant effect on performance. Referring to the description above, hypothesis 2 (H2) proposed in this study is:

H2 : The work environment has a positive effect on employee performance.

Discipline is an attitude of respect and appreciation for a regulation that applies, both written and unwritten and is able to carry it out and does not refuse to accept sanctions if it violates the duties and authority given to it (Hasibuan, 2020). According to Rivai (2011) work discipline is a tool used by managers to communicate with employees so that they are willing to change a behavior and as an effort to increase a person's awareness and willingness to comply with all company regulations. The results of research from Parta (2023), Tarigan (2021), and Kurniawan (2021) show a positive and significant effect on performance. Based on the description above, hypothesis 3 (H3) proposed in this study is:

H3 : Discipline has a positive effect on employee performance.

Framework of Mind



3. RESEARCH METHOD

The population in this study were 397 production employees of San-yu Frame Molding Industries. With details of 205 permanent employees and 192 contract employees. The number of samples in this study was 51 people with the sampling technique using purposive sampling technique. Data collection methods through interviews and questionnaires. The data analysis method uses multiple linear regression analysis.

4. RESULTS

The general description examined in this study includes three things, namely gender, age, and education. The sample used was 51 respondents selected using purposive sampling technique. The description of the respondents is as follows:

Gender		%
Male	27	52,9%
Female	24	47,1%
Total	51	100%
Age		%
26-30 years	27	52,9%
31-35 years	9	17,6%
36-40 years	10	19,7%
41-45 years	5	9,8%
Total	51	100%

The results of validity and reliability testing in this study are as follows:

Item	r count	< / >	r table	Description
X1.1	0,773	>	0,275	Valid
X1.2	0,749	>	0,275	Valid
X1.3	0,759	>	0,275	Valid
X1.4	0,739	>	0,275	Valid
X1.5	0,744	>	0,275	Valid
X2.1	0,830	>	0,275	Valid
X2.2	0,802	>	0,275	Valid
X2.3	0,730	>	0,275	Valid

X2.4	0,809	>	0,275	Valid
X3.1	0,743	>	0,275	Valid
X3.2	0,740	>	0,275	Valid
X3.3	0,705	>	0,275	Valid
X3.4	0,640	>	0,275	Valid
Y1.1	0,844	>	0,275	Valid
Y1.2	0,681	>	0,275	Valid
Y1.3	0,715	>	0,275	Valid
Y1.4	0,766	>	0,275	Valid
Y1.5	0,858	>	0,275	Valid

The table above shows that all the calculated r numbers of questions / items per variable are greater than the r table = 0.275 (df = N-2 = 51-2 = 49). Based on these results, it can be concluded that the indicators per variable in the study are said to be valid. The results of the reliability test show that all variables have an alpha coefficient greater than 0.70 so that it can be said that the variables used in this study are reliable.

The results of the regression calculation can be seen that the coefficient of determination (adjusted R²) obtained is 0.732. motivation, work environment, and discipline can affect employee performance by 73.2%. While the remaining 26.8% is influenced by other variables. The results of the calculation obtained the calculated F value of 46.602 > 2.79 (F table) with a significance figure of 0.000 < 0.05. This means that the hypothesis stating that the variables of motivation, work environment, and discipline together have a significant effect on employee performance.

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients		
		B	Std. Error	Beta	t	Sig.
1	(Constant)	1.275	1.693		.753	.455
	Motivation (X1)	.392	.117	.392	3.353	.002
	Environment (X2)	.425	.133	.363	3.195	.002
	Discipline (X3)	.291	.130	.218	2.233	.030

a. Dependent Variable: Performance Employee (Y)

The results of testing the motivation variable on employee performance show the value of t count = 3.353 > t table = 1.675, with a significance of 0.002 < 0.05. The significance value shows less than 0.05 with a positive coefficient direction, it can be said that motivation has a positive effect on employee performance (H1 accepted). The test results of work environment variables on employee performance show the value of t count = 3.195 > t table = 1.675, with a significance of 0.002 < 0.05. The significance value shows less than 0.05 with a positive coefficient direction, it can be said that the work environment

has a positive effect on employee performance (H2 accepted). The test results of the discipline variable on employee performance show the value of $t \text{ count} = 2.233 > t \text{ table} = 1.675$, with a significance of $0.030 < 0.05$. The significance value shows less than 0.05 with a positive coefficient direction, it can be said that discipline affects employee performance (H3 accepted).

The results of hypothesis testing regarding the effect of motivation, work environment, work discipline on employee performance analyzed using multiple linear regression analysis are obtained as follows:

$$Y = 0.392 X1 + 0.363 X2 + 0.218 X3 + e$$

This can be interpreted as:

1. The regression coefficient $\beta_1 = 0.392$ (positive sign), this indicates a positive influence of the motivation variable (X1) on employee performance (Y). So it can be interpreted that the better the employee motivation of San-Yu Frame Molding Industries Semarang, the better the employee performance.
2. The regression coefficient $\beta_2 = 0.363$ (positive sign), this indicates a positive influence of work environment variables (X2) on employee performance (Y) so that it can be interpreted that the better the work environment at San-Yu Frame Molding Industries Semarang, the better employee performance.
3. The regression coefficient $\beta_3 = 0.218$ (positive sign), this indicates a positive influence of the discipline variable (X3) on employee performance (Y) so that it can be interpreted that the more self-discipline employees maintain at work, the better employee performance.

5. DISCUSSION

A. Motivation Affects Employee Performance

Hypothesis 1 (H1) states that motivation affects employee performance. The results of this study indicate that motivation has a significant positive effect on employee performance (hypothesis accepted) so that it can be interpreted that the better the self-motivation of employees of San-Yu Frame Molding Industries Semarang, the employee performance will increase. The results of this study are similar to the findings of Saputra, et al (2023), Alfin Muslikhun, et al (2022), and Hidayat (2021) who examined motivation on employee performance. The results obtained by motivation

have a positive effect on employee performance. Titayasa (2019) also conducted research on motivation on employee performance which resulted in motivation can improve employee performance.

Motivation in employees of San-Yu Frame Molding Industries Semarang must always be maintained and as much as possible improved to be able to produce good performance. Employees who have good self-motivation will find it easier to improve both personal and team performance. So that the company will also feel benefited by what is produced by employees. For this reason, this needs special attention from San-Yu Frame Molding Industries Semarang.

The company must maintain employees' self-motivation. This motivation can be maintained by always giving positive things to employees such as always giving support to employees who are not yet on target, giving appreciation to employees who work well and others. So that employees feel that they are very valuable to the company and finally the motivation in employees can increase. Employee performance will also be good and improve.

B. Work environment affects employee performance

Hypothesis 2 (H2) states that the work environment affects employee performance. This study found that the work environment has a positive effect on employee performance (hypothesis accepted) so that it can be interpreted that the better the work environment at San-Yu Frame Molding Industries Semarang, the better employee performance. Similar to research conducted by Sofyan (2013) and Surjosuseno (2015). Through his research on the work environment on employee performance, the resulting findings that the work environment has a positive influence on employee performance are proven. Sumantri (2016) also conducted research on the work environment on employee performance and concluded that the work environment has a positive effect on employee performance.

The work environment at San-Yu Frame Molding Industries Semarang must always be maintained so that employees feel comfortable at work. In order to improve performance, San-Yu Frame Molding Industries Semarang must maintain the work environment by maintaining good relations between employees, teamwork needs to be improved, work space must be managed properly, work facilities must be qualified.

If the work environment is good, it will support employee performance. Employees will feel at home to work so that employee turnover is very small due to a

very supportive work environment. Very little work conflict makes the relationship between employees more harmonious. So that employee performance will increase.

C. Discipline Affects Employee Performance

Hypothesis 3 (H3) states that discipline affects employee performance. This study results in discipline having a positive effect on employee performance (hypothesis accepted) so that it can be interpreted that the more self-discipline employees maintain at work, the better employee performance. This is similar to the research of Arianto (2013) and Saefa (2016) on discipline on employee performance resulting in work discipline proving to have a positive and significant effect on employee performance. Sugiarti (2018) also conducted research on discipline on employee performance and obtained the conclusion that work discipline is stated to have an influence on employee performance.

Employee work discipline needs to be strictly enforced by San-Yu Frame Molding Industries Semarang to maintain employee work stability. The ups and downs of performance can be seen from the discipline of employees in carrying out work. If discipline is maintained, then San-Yu Frame Molding Industries Semarang can carry out the production process well. And vice versa, if employee discipline is not maintained, then the production process of San-Yu Frame Molding Industries Semarang will be hampered.

San-Yu Frame Molding Industries Semarang must always pay attention to how disciplined its employees are through employee attendance, targets achieved, production completion time, group work, and others. Work discipline can be formed from within oneself as well as from company support, direction, and punishment. Employees who are highly aware of their job duties will have good work discipline. And vice versa, employees who are lazy need to be given direction or warning. If there are employees who are not disciplined and continue to be a parasite in the company and will spread within other employees. To keep employee performance well maintained, it is necessary to be disciplined at work.

6. CONCLUSION

The results of the coefficient of determination (adjusted R²) obtained are 0.732. motivation, work environment, and discipline can affect employee performance by 73.2%. While the remaining 26.8% is influenced by other variables. The calculation results show the calculated F value of 46,602 > 2.79 (F table) with a significance figure of 0.000 < 0.05. This means that the hypothesis stating that motivation, work environment, and discipline can affect employee performance by 73.2%. This means that the hypothesis stating that the variables of motivation, work environment, and discipline together have a significant effect on employee performance. The results of testing hypothesis 1 (H1) the effect of motivation on employee performance show the value of t count = 3.353 > t table = 1.675, with a significance of 0.002 < 0.05, then hypothesis 1 (H1) is accepted. So it can be interpreted that the better the motivation in employees at San-Yu Frame Molding Industries Semarang, the better employee performance will be.

The results of testing hypothesis 2 (H2) the effect of work environment on employee performance show the value of t count = 3.195 > t table = 1.675, with a significance of 0.002 < 0.05, then hypothesis 2 (H2) is accepted. So it can be interpreted that the better the work environment of employees at PT San-Yu Frame Molding Industries Semarang, the better employee performance will be. The results of testing hypothesis 3 (H3) the effect of work discipline on employee performance show the value of t count = 2.233 > t table = 1.675, with a significance of 0.030 < 0.05, then hypothesis 3 (H3) is accepted. So it can be interpreted that the more disciplined the employees of San-Yu Frame Molding Industries Semarang are at work, the better employee performance will be.

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