



The Effect of Work Environment and Work Motivation on Employee Work Discipline at the Library and Archives Office of Central Tapanuli Regency

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ABSTRACT

This study aims to determine the effect of the work environment and work motivation on employee work discipline at the Library and Archives Office of Central Tapanuli Regency. The research method used is a quantitative method with a survey approach through the distribution of questionnaires to employees as respondents. Data analysis was carried out through validity tests, reliability tests, and classical assumption tests including normality, heteroscedasticity, and multicollinearity tests, as well as multiple linear regression analysis, correlation coefficient, coefficient of determination, t-test, and F-test. The results showed that all research instruments were valid and reliable and met the classical assumption requirements. The regression analysis produced the equation $Y = 39.105 - 0.337X_1 + 0.301X_2$, indicating that the work environment has a negative effect on work discipline, while work motivation has a positive effect. However, based on the t-test results, both the work environment and work motivation partially have no significant effect on employee work discipline. Furthermore, the F-test results indicate that simultaneously the two independent variables also do not have a significant effect on work discipline. The coefficient of determination value of 16.2% indicates that work discipline can be explained by the work environment and work motivation variables by 16.2%, while the remaining 83.8% is influenced by other variables outside the research model.

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INTRODUCTION

The success of an organization in achieving its objectives is greatly influenced by the quality of its human resource management. Human resources are a strategic element that plays an important role in supporting organizational operational activities and determining the direction of future organizational development. Effective human resource management can create a conducive work environment, increase work motivation, and build good work discipline so that organizational performance can run optimally (Simamora, 2018). Therefore, organizations need to pay attention to various factors that can influence employee behavior and performance, especially in government institutions that are directly involved in public services.

One important factor that influences employee work behavior is the work environment. A conducive work environment can provide a sense of safety and comfort for employees so that they can work optimally and more productively. A good work environment can also influence employees' emotional conditions, because when employees feel comfortable with their surroundings, they tend to feel more at ease at work and can utilize their working time effectively (Nitisemito, 2018). Thus, organizations need to create a supportive work environment so that employees can work with enthusiasm and maintain high discipline.

A good work environment is not only related to the physical conditions of the workplace but also includes non-physical aspects such as relationships among employees and relationships between employees and their leaders. The physical work environment includes conditions around the workplace such as lighting, cleanliness, layout, and work facilities that can affect employee comfort. Meanwhile, the non-physical work environment relates to social relationships, communication, and the working atmosphere within the organization (Sedarmayanti, 2017). Both aspects play an important role in creating a harmonious working atmosphere that can improve employee work discipline.

In addition to the work environment, another factor that influences employee work discipline is work motivation. Work motivation is the drive that arises from within individuals or from external factors that encourages someone to work optimally in achieving organizational goals. Employees who have high work motivation tend to demonstrate better work enthusiasm, show responsibility for their tasks, and maintain

greater discipline in carrying out their duties. Conversely, low work motivation can lead to decreased work enthusiasm and employee discipline in performing their responsibilities.

Work discipline is an important aspect of human resource management because it relates to employees' compliance with the rules and regulations that apply within the organization. Good work discipline creates order in the implementation of tasks so that organizational goals can be achieved effectively and efficiently. According to Rivai (2021), work discipline is a key factor in creating order in the workplace, maintaining employee productivity, and supporting the achievement of organizational objectives.

The Library and Archives Office of Central Tapanuli Regency is one of the regional government institutions responsible for assisting the implementation of governmental affairs in the fields of libraries and archives. Based on the Regulation of the Regent of Central Tapanuli Number 32 of 2017 concerning the Main Duties and Functions of the Library and Archives Office of Central Tapanuli Regency, this institution has several working divisions, including the archives division, the library division, technical implementation units, and functional position groups. In carrying out these duties, employee performance becomes an important factor that determines the success of the institution in providing services to the community and supporting the implementation of regional government programs.

Based on the results of a pre-survey conducted at the Library and Archives Office of Central Tapanuli Regency, several phenomena related to employee work discipline were identified. In terms of punctuality, there are still a small number of employees who arrive late to work. In addition, during lunch breaks, some employees spend time eating together in the office, while others take their breaks outside the workplace. Interactions during break times can create a more conducive working atmosphere through good communication among employees. Meanwhile, regarding compliance with dress regulations, most employees follow the established rules, creating a professional impression in the workplace. In addition, employees carry out their duties according to their assigned responsibilities and demonstrate good cooperation among work units in completing various ongoing programs.

Another phenomenon found relates to employee work motivation. Some employees demonstrate high work motivation due to additional incentives and adequate work facilities such as operational vehicles and supporting work equipment. Furthermore, additional compensation for employees who work outside regular working hours to complete important tasks can also increase employee motivation. Training and development programs provided to employees also play a role in improving work skills and minimizing errors in task implementation, thereby helping to build a better work culture and improve employee work discipline.

Based on these phenomena, it can be seen that the work environment and work motivation play an important role in shaping employee work discipline within an organization. A conducive work environment and high work motivation are expected to improve employee discipline so that organizational performance can operate more effectively. Therefore, this study aims to analyze the effect of the work environment and work motivation on employee work discipline at the Library and Archives Office of Central Tapanuli Regency.

METHODS

This study employed a quantitative approach with a descriptive correlational design to analyze the relationship and influence among the research variables. The independent variables in this study were the work environment (X_1) and work motivation (X_2), while the dependent variable was employee work discipline (Y). This approach was used to determine the extent to which the independent variables influence the dependent variable (Sugiyono, 2017).

The research was conducted at the Library and Archives Office of Central Tapanuli Regency, located at Dr. Ferdinand Lumban Tobing Street No. 33, Pandan District, Central Tapanuli Regency. The research was carried out from March to August 2025, covering the stages of pre-survey, data collection, data analysis, and preparation of the research report.

The population in this study consisted of all employees working at the Library and Archives Office of Central Tapanuli Regency, totaling 30 employees. The sampling technique used was saturated sampling (total sampling), meaning that the entire population was used as the research sample (Sugiyono, 2017).

The data used in this study consisted of primary data and secondary data. Primary data were obtained through the distribution of questionnaires to employees and interviews with relevant parties, while secondary data were obtained from books, journals, and documents related to the research (Arikunto, 2017). The data collection techniques included literature study, interviews, questionnaires, and documentation.

The research instrument was developed based on the indicators of the work environment, work motivation, and work discipline variables using a five-point Likert scale. Validity and reliability tests were conducted to ensure the feasibility and consistency of the research instrument (Azwar, 2017; Situmorang & Lutfi, 2016).

Data analysis was conducted using Statistical Package for the Social Sciences (SPSS) version 24 through several stages, including classical assumption tests, multiple linear regression analysis, coefficient of determination, and hypothesis testing using the t-test and F-test at a 5% significance level. This analysis aimed to determine the influence of the work environment and work motivation on employee work discipline.

RESULTS AND DISCUSSION

Results

Descriptive Statistics of Respondents

Based on the results of the study involving 30 respondents at the Library and Archives Office of Central Tapanuli Regency, the characteristics of the respondents can be viewed based on their education level, age, and gender. Based on education level, most respondents held a bachelor's or master's degree (S1/S2), totaling 16 people (53%), followed by senior high school graduates (SLTA) with 13 people (44%), and Diploma III with 1 person (3%). Based on age, respondents aged 26–40 years formed the largest group with 16 people (53%), followed by those aged 41–58 years with 8 people (27%), and those aged 20–25 years with 6 people (20%). Based on gender, there were 18 male respondents (60%) and 12 female respondents (40%). These data indicate that the majority of employees are in the productive age group and possess relatively good educational backgrounds.

Descriptive Analysis of Variables

The results of the descriptive analysis show that the work environment variable has an average score of 3.94, which falls into the good category. This indicates that the work environment conditions at the Library and Archives Office of Central Tapanuli Regency are considered sufficiently supportive of employees' work activities, both from physical aspects such as lighting, air circulation, cleanliness, and safety, as well as non-physical aspects such as working relationships between leaders and employees.

The work motivation variable has an average score of 3.76, which is also categorized as good. This indicates that employees have relatively high work motivation influenced by factors such as salary, social security, safe working conditions, work facilities, and recognition of work achievements.

Furthermore, the work discipline variable has an average score of 3.71, which is categorized as good. This shows that employees demonstrate a fairly good level of discipline, such as obeying regulations, working according to procedures, arriving on time, and performing tasks responsibly.

Research Instrument Testing

The validity test results indicate that all questionnaire items related to the work environment, work motivation, and work discipline variables have Corrected Item-Total Correlation values greater than 0.300, meaning that all items are valid. Furthermore, the reliability test results show that the Cronbach's Alpha value for the work environment variable is 0.848, work motivation is 0.866, and work discipline is 0.864. These values are greater than 0.80, indicating that all research instruments are reliable.

Classical Assumption Tests

The normality test using the Kolmogorov–Smirnov test shows an Asymp. Sig value of 0.200 > 0.05, indicating that the research data are normally distributed. The heteroscedasticity test results show that the points on the scatterplot graph are randomly distributed and do not form a specific pattern, indicating that there is no heteroscedasticity in the regression model. Furthermore, the multicollinearity test shows a tolerance value of 0.859 (>0.10) and a VIF value of 1.165 (<10), which means that there is no multicollinearity in the regression model.

Multiple Linear Regression Analysis

The results of the multiple linear regression analysis produce the following equation:

$$Y = 39.105 - 0.337X_1 + 0.301X_2$$

This equation indicates that the work environment variable has a negative coefficient of -0.337, while the work motivation variable has a positive coefficient of 0.301 toward work discipline.

Hypothesis Testing

The results of the t-test show that the work environment variable has a significance value of $0.079 > 0.05$, indicating that the work environment does not have a significant effect on employee work discipline. Furthermore, the work motivation variable has a significance value of $0.060 > 0.05$, indicating that work motivation also does not have a significant effect on employee work discipline.

The F-test results show an F-value of 2.612 with a significance of $0.092 > 0.05$, indicating that simultaneously the work environment and work motivation variables do not have a significant effect on employee work discipline.

Coefficient of Determination

The coefficient of determination (R^2) value of 0.162 indicates that the work environment and work motivation variables together explain 16.2% of the variation in employee work discipline, while the remaining 83.8% is influenced by other factors outside this study.

Discussion

Based on the research results, the work environment and work motivation variables do not have a significant influence on employee work discipline at the Library and Archives Office of Central Tapanuli Regency. This indicates that the level of employee work discipline is not entirely determined by the working environment conditions or the motivation provided by the institution.

These findings differ from several previous studies which found that work environment and work motivation significantly influence work discipline. The difference in results may be caused by organizational characteristics, work systems, and other factors such as leadership, organizational culture, or supervision systems that were not examined in this study.

Therefore, it can be concluded that although the work environment and work motivation are categorized as good, these two variables have not been able to provide a significant influence on employee work discipline in the institution.

CONCLUSION

Based on the results of the study on the effect of the work environment and work motivation on employee work discipline at the Library and Archives Office of Central Tapanuli Regency, it can be concluded that all research instruments were valid and reliable, and the regression model met the classical assumptions, including the normality, heteroscedasticity, and multicollinearity tests. The analysis results show that the work environment has a low negative relationship with work discipline, while work motivation has a low positive relationship. The regression equation obtained is $Y = 39.105 - 0.337X_1 + 0.301X_2$, with a coefficient of determination value of 16.2%, indicating that the variables of work environment and work motivation are only able to explain 16.2% of the variation in work discipline, while the remaining variation is influenced by other variables outside this study. The hypothesis testing results indicate that both partially and simultaneously the work environment and work motivation variables do not have a significant effect on employee work discipline. Therefore, the leadership of the institution is recommended to continuously improve work motivation and create a more conducive work environment to support the improvement of employee work discipline, while future research is expected to include other variables such as compensation and job satisfaction in order to produce a more comprehensive research model.

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