

THE EFFECT OF MOTIVATION, DISCIPLINE, AND WORK ENVIRONMENT ON EMPLOYEE PERFORMANCE AT PT. ASURANSI ASEI INDONESIA, MEDAN BRANCH

By ;
Dewi Anjani
Universitas Pelita Bangsa
Email: penulis@gmail.com

ABSTRACT

This research intends to try the influence of motivation, work discipline and work environment on employee performance at PT. Asei Indonesia Insurance Medan Branch. In this research, there is a conclusion that the problem is whether motivation, work discipline and work environment have a significant effect on the ability of employees at PT. Ace? Therefore this research was attempted to identify and analyze the effects. Encouragement, Activity Discipline and Activity Areas to the Ability of Employees at PT. Asei Indonesia Insurance Medan Branch. In this research using quantitative research procedures. The population in this research is all employees of the Asei Indonesia insurance industry, agents in the research illustration area, totaling 71 people. The information analysis method used is descriptive analysis of respondents, descriptive analysis of variables, classical assumption experiments, multiple linear regression analysis and assumption experiments (t experiments, F experiments and determinant coefficient experiments). The results of the research processed with the SPSS type 23 program, based on the t experiment proved that motivation, activity discipline and the activity environment have a positive and jointly important effect on employee abilities, the adjusted R square number is 0.735 or 73.5%, which means Employee ability is influenced by motivation, activity discipline and activity area and more than 26.5% can be explained by other factors that were not examined in this research. compared to the results of the previous research of the Great God Kresna Valiant. 2017 the effect of communication, encouragement, sports environment on the happiness of employees' activities in the Denpasar city area proves that there is a positive and important effect on employee activity satisfaction. It can be concluded that the results of this research are in line with the results of previous research by AA Besar Oka Pramadita 2015

Keywords: Influence, Motivation, Work Discipline and Work Environment on Employee Performance

1. BACKGROUND

The increasingly fierce competition in today's business world forces industries and organizations to utilize and maximize all available resources for their continued survival. Human resources are the most important resource in an organization, so one implication is that people are a valuable resource in achieving organizational goals. Increasing productivity is a crucial factor in achieving optimal results. Every employee desires happiness in their workplace; happiness

will impact productivity, which is highly desired by managers (Munir et al., 2025).

Industry reports that job satisfaction is essentially the extent to which employees feel positive or negative about their work. Each person has varying levels of job satisfaction, depending on the established scoring system for themselves and the company. Previous research has found that job satisfaction is linked to income, job stress, empowerment, company and administrative policies, results, individual development,

relationships with others, and the overall work environment. Job satisfaction is a crucial factor in achieving organizational success and achieving the company's vision and goals. Satisfied employees are profitable for the organization because they are more motivated and committed, resulting in the quality of their acquired skills becoming more valuable and profitable for the company where they work. The success of organizational management is largely determined by human resource utilization. Therefore, it is crucial to understand techniques for maintaining employee performance and performance, including providing encouragement and support to employees to fulfill their duties according to job descriptions and instructions (Ristianah et al., 2024).

The industry argues that motivation is the will to perform as a means of generating high levels of effort for organizational goals. Communication within the industry is a key determinant of success in achieving these goals. Communication fosters reciprocal relationships between everyone in the industry, whether in the form of orders, suggestions, opinions, or criticism. This research was conducted at PT Asuransi Asei Indonesia, a Medan branch, a company operating in the insurance business.

Based on the background of the problem, the conclusions of the problems from this research are as follows:

1. Does activity motivation affect employee performance at PT. Asuransi Asei Indonesia, Medan branch?

3. RESEARCH METHODS

This research will be conducted at PT. Asuransi Asei Indonesia, Medan Branch, Jl. Panglima Nyak Makam No. 43

Descriptive analysis methodology is a methodology used by accumulating or analyzing the information obtained so that it can provide a clear picture of the impact

2. Does activity discipline affect employee capabilities at PT. Asuransi Asei Indonesia, Medan branch?
3. Does the work environment affect the abilities of employees at PT. Asuransi Asei Indonesia, Medan branch?
4. Do employee motivation, discipline, and area of activity simultaneously influence employee capabilities at PT. Asuransi Asei Indonesia, Medan branch?

2. THEORETICAL DESCRIPTION

For Stan Ford in Mangkunegara (2015: 93) Motivation is a situation that moves people towards a specific goal. Conversely, for McCornick in Mangkunegara (2015: 94) the motivation of activity is defined as a situation that influences the awakening, focusing, and maintaining attitudes related to the work environment. For Heidjrach Mandan Husnan (2011: 212) said Discipline is each individual and also a group that ensures the existence of discipline to orders and takes the initiative to carry out a required action if there is no order. For Silalahi (2013: 118) the work environment is the totality of elements both inside and outside the boundaries of the organization, both directly and indirectly affecting administrative activities to achieve organizational goals.

Mangkunegara, 2015:67. Ability is a result achieved by a worker in his profession according to a specific legal benchmark for a profession.

of motivation, discipline, and work environment on increasing employee activity at PT. Asuransi Asei Indonesia, Medan Branch.

Research Instrument Test

Validity Test

Reliability Test

CLASSICAL ASSUMPTION TEST

Normality Test

Multicollinearity Test

Heteroscedasticity Test

The multiple linear regression analysis method is carried out as follows:

$$Y = a + \beta_1 X_1 + \beta_2 X_2 + \beta_3 X_3 + e$$

t-test (Partial Test)

For Ghozali (2016: 135) the t-test is to test whether the independent variable has a positive and significant partial influence on the dependent variable or not with the following conclusions:

- a $H_0 : b_1, b_2 = 0$ (activity motivation, activity compliance and work environment partially do not have a positive and significant influence on increasing employee capabilities at PT. Asuransi Asei Indonesia, Medan branch).
- b $H_1 : b_1, b_2 \neq 0$ (activity motivation, activity compliance and activity environment partially have a positive and important influence on employee capabilities at PT. Asuransi Asei Indonesia, Medan branch).

$$c.t = \frac{r\sqrt{n} - 2}{r\sqrt{1 - r}}$$

F Test (Simultaneous Test)

According to Ghozali (2016: 135) the F experiment is used to simultaneously observe the positive and significant effects of the independent variable (X) on the dependent variable (Y) through statistical experiments with the following steps:

1. $H_0 : b_1, b_2, b_3 = 0$ (work motivation, work discipline and work environment simultaneously do not have a positive and significant effect on employee performance at PT. Asuransi Asei Indonesia, Medan branch).
2. $H_1 : b_1, b_2, b_3 \neq 0$ (work motivation, work discipline and

work environment simultaneously have a positive and important influence on employee capabilities at PT. Asuransi Asei Indonesia, Medan branch).

According to Sarwono (2016: 79), the benchmark for collecting decisions can be used with 2 methods, namely using the significance value or using the F value. The calculated F number will be compared with the F table. The benchmark for collecting decisions is as follows:

- a H_0 is rejected if $F_{\text{count}} < F_{\text{table}}$ if significance > 0.05 .
- b H_1 is accepted if $F_{\text{count}} > F_{\text{table}}$ if significance < 0.05

Coefficient of Determination Test (R^2)

The coefficient of determination (R^2) test is used to assess the extent to which independent variables influence the dependent variable. The coefficient of determination (R^2) test measures the extent to which a model explains the variation in the dependent variable. The coefficient of determination indicates the extent to which the independent variable (X) contributes to the dependent variable. R^2 ranges from 0 to 1 ($0 \leq R^2 \leq 1$).

4. RESULTS AND DISCUSSION

Results of Multiple Linear Regression Analysis This analysis is intended to identify the magnitude of the impact of Motivation, Activity Discipline and Work Environment on Employee Ability using the SPSS Program, the following results were obtained:

Table 1.1 Multiple Linear Regression

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	6,290	2,179		2,887	.005
	Motivation	.168	.045	.317	3,722	.000
	Work Discipline	.311	.105	.359	2,970	.004
	Work environment	1,236	.114	1,058	10,855	.000

a. Dependent Variable: Work Increase

Source: SPSS Output Data

From the table above, we can calculate the magnitude of the influence of the independent variable on a variable used in

$$Y=6.290+-0.168X_1 + -0.311X_2 + 1.236X_3$$

The meaning of the numbers above is as follows:

The constant value of 6.290 means that if Motivation, Work Discipline and Work Environment have a value of zero, then Employee Performance has a value of 6.290.

The regression coefficient value of the motivation variable is 0.168, which means that for every 1 unit increase in motivation, employee performance increases by 0.168 units.

The regression coefficient value of the work discipline variable is 0.311, which means that for every 1 unit increase

multiple linear regression analysis. The general form of a multiple linear equation is as follows:

in work discipline, there is an increase of 0.311 units.

The regression coefficient value of the work environment variable is 1.236, which means that for every 1 unit increase in the work environment, employee performance increases by 1.236 units. e is the random error.

t-test (Partial Test)

The t-statistic test is carried out to test whether the independent variable (X) is individual have connection significant or not to variables bound (Y). The results of the t-test are shown in the following table:

Table 1.1 t-test

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	T	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
1 (Constant)	6,290	2,179		2,887	.005		
Motivation	.168	.045	.317	3,722	.000	.524	1,909
Work Discipline	.311	.105	.359	2,970	.004	.260	3,852
Work environment	1,236	.114	1,058	10,855	.000	.399	2,507

a. Dependent Variable: Work Increase

Source: SPSS Output Data

For test constant And coefficient regression can used test t, Where t- count results as big as 3,722, 2,970, 10,855 And > t_{table} value = 1,996: it can be concluded that Motivation Variable (X1) , Work

Discipline Variable (X2) , Work Environment (X3) have an influence on Employee Performance at PT. Asuransi Asei Indonesia Medan Branch.

F Test (Simultaneous)

Table 1.3 F Test

ANOVA ^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	360,327	3	120,109	65,637	.000 ^b
	Residual	122,603	67	1,830		
	Total	482,930	70			

a. Dependent Variable: Work Increase

b. Predictors: (Constant), Work Environment, Motivation, Work Discipline

Source: SPSS Output Data

For test constant And coefficient regression can used test F, Where F_{count} results amounting to 65,637 and $> F_{table} = 2.74$ (

Based on the hypothesis test criteria, it can be seen that the calculated F value is 65.637 at an error level of $\alpha = 5\%$, the F value is significant. The significant value is $0.000 < 0.05$ at degrees of freedom (df) = $(71-4 = 67)$ and (df) = $(4-1 = 3)$, the F_{table}

value = 2.74 So the calculated $F > F_{table}$ ($65.637 > 2.74$) then it can be concluded that there is a positive and significant influence consisting of the **Motivation Variable (X_1)**, **Work Discipline Variable (X_2)** and **Work Environment Variable (X_3)** **Together have a Positive and Significant Influence on Employee Performance At PT. Asuransi Asei Indonesia Medan Branch.**

Determination of R^2

Table 1.4 Determination of R^2

Model Summary ^b

Model	R	R Square	Adjusted R Square	Standard Error of the Estimate
1	.864 ^a	.746	.735	1,353

a. Predictors: (Constant), Work Environment, Motivation, Work Discipline

b. Dependent Variable: Work Increase

Source: SPSS Output Data

From results test determination above can be taken conclusion that There is influence from variables Free Motivation, Work Discipline and Work Environment towards Employee performance by looking at the Adjusted R square value in the table above has a value of 0.735, or 73.5% of the percentage value that influences the variable bound (Employee Performance) while the remaining 26.5% is influenced by factor others that not examined in Research This.

Discussion

The Influence of Motivation on Employee Performance

From the test results on the t test

(partial test) The calculated t value of the Motivation variable, the calculated t value of this variable is ($3.722 > 1.996$) and the significance is $0.000 < 0.05$, so H_a is accepted, so it can be stated that motivation has a significant effect on Employee Performance at PT. Asuransi Asei Indonesia Medan Branch.

This research aligns with previous research by AA Besar Oka Pramadita in 2015, entitled "The Impact of Motivation, Activity Compliance, and Activity Area on Employee Competence at PT PLN (Persero) Distribution in Denpasar, Bali." The results of this research demonstrate that motivation, activity compliance, and

activity area simultaneously and partially have a significant impact on employee competency at PT PLN (Persero) Distribution in Denpasar, Bali.

The Influence of Work Discipline on Employee Performance

From the test results on the t test (partial test) The calculated t value of the Work Discipline variable, the calculated t value of this variable is $t_{count} > t_{table}$ ($2.970 > 1.996$) and the significance is $0.004 > 0.05$, then H_0 is accepted, it can be stated that Work Discipline has a positive effect on Employee Performance at PT. Asuransi Asei Indonesia Medan Branch.

The results of this research are in line with previous research by Sutrisno in 2016 entitled "The impact of encouragement and compliance activities on employee skills at the Semarang City Civil Protection Police Base Office." The results of the research that has been carried out prove that encouragement and compliance activities have a positive and important influence on employee skills.

The Influence of Work Environment on Employee Performance

From the test results on the t test (partial test) The calculated t value of the Work Environment variable, the calculated t value of this variable is $t_{count} > t_{table}$ ($10.579 > 1.996$) and the significance is $0.000 > 0.05$, then H_0 is accepted, so it can be stated that the Work Environment has a significant effect on Employee Performance at PT. Asuransi Asei Indonesia Medan Branch.

This research is in line with previous research by AA Besar Oka Pramadita in 2015 entitled "The Effect of Motivation, Activity Compliance and Activity Areas on Employee Competence at PT PLN". (Persero) Distribution in Denpasar, Bali. The results of this research prove that encouragement, activity compliance, and activity areas simultaneously and partially have a significant impact on employee performance at PT PLN. (Persero)

Distribution in Denpasar Bali.

The Influence of Motivation, Work Discipline and Work Environment on Employee Performance

R^2 determination experiment, where the R figure is 0.864, it means that the independent variables of Encouragement, Activity Discipline and Activity Area have a strong relationship with Employee Ability.

From the results of the verification experiment above, it can be concluded that there is an effect of the independent variables of Encouragement, Activity Discipline and Activity Environment on Activity Increase by looking at the adjusted R square figure worth 0.735, or worth 73.5% of the percentage figure that influences the dependent variable (Employee Ability) while the remaining 26.5% is influenced by other aspects that were not examined in this research.

The results of this research are in line with the results of previous research by Angelique Tolu, Michael Mamentu and Wehelmina Rumawas. (2021) entitled "The Impact of Leadership Style, Encouragement and Area of Activity on Employee Competence at the Bureau of Agriculture and Animal Husbandry of North Sulawesi Province" The results of the research reported that there was a positive impact on employee competence at the Department of Agriculture and Animal Husbandry of North Sulawesi Province.

5. Conclusion

By using the influence of motivation variables on work improvement, it shows a positive influence, which means that motivation has an influence on employee performance.

By using the influence of work discipline on work improvement, it shows a positive influence, which means that work discipline has an influence on employee performance.

By using the influence of the work environment on work improvement, it shows a positive influence, meaning the work environment has an influence on employee performance .

By using the influence of motivation, work discipline and work environment on work improvement, it has a positive and significant influence on employee performance.

6. BIBLIOGRAPHY

Munir, M., Ridho, A. F., Iswanto, J., Ubaidillah, M. B., Ma'sum, T., Muda'i, S., & Ristianah, N. (2025). Developing Green Infrastructure: Management of Madrasah Building Construction with Green Building Principles. *Journal of Golden Generation Multidisciplinary*, 1(2), 223–244.

Ristianah, N., Munir, M., Iswanto, J., Ridho, A. F., Ma'sum, T., Muda'i, S., & Ubaidillah, M. B. (2024). Cultivating a Green Organizational Culture in Islamic Schools: The Central Role of Teacher's Akhlak (Ethics) and Exemplary Modeling. *Journal of Golden Generation Multidisciplinary*, 3(3), 23–46.

Mangkunegara, 2015. Anwar Prabu.”
Corporate Human Resource Management ” . PT Remaja Rosda Karya, Bandung,

Mangkunegara, Anwar Prabudan Tinton Rumbungan, Octorend 2015. " *Effect of Work Discipline, Work Motivation and Job Satisfaction on Employee Organizational Commitment in the Company (Case Study in PT. Dada Indonesia)*". *Universal Journal of Management*

Veithzal Rivai Zainal. 5. 2015
Human Resource

Management for Companies 7th Edition Depok. PT Rajagravindo

Heidjrachman and Suad Husnan 2015. “ *Personnel Management* ” . Fourth Edition, BPF, Yogyakarta,

Sugiono 2017 *Quantitative, Qualitative, and R&D Research Methods* , Bandung: Alfabeta. Cv