

Proceeding Paper

The Influence of Work Environment and Work Motivation on Employee Discipline at the Regional Civil Service Agency of Lampung Province

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Abstract

This study investigates the impact of work motivation and the work environment on employee discipline at the Regional Civil Service Agency (BKD) of Lampung Province. Utilizing a mixed-method approach, the research involved quantitative surveys and qualitative interviews to gather comprehensive data from 150 employees and 10 managers. The findings reveal that both work motivation and the work environment significantly influence employee discipline, with motivational strategies having a stronger impact than environmental factors. The analysis also highlights specific aspects of the work environment, such as leadership support and job satisfaction, as crucial for maintaining high levels of discipline. The study concludes that enhancing motivational strategies and optimizing the work environment can substantially improve employee discipline. These insights provide actionable recommendations for BKD Lampung to refine its human resource management practices and enhance overall organizational effectiveness.

Keywords: Employee Discipline, Work Motivation, Work Environment, Public Sector, Organizational Effectiveness

1. Introduction

Employee discipline within public sector organizations is a critical determinant of operational effectiveness and service delivery (Dewi et al., 2023; Maloba & Pillay-Naidoo, 2022; Susanti & Syahlani, 2022). This research examines how work motivation and the work environment impact employee discipline at the Regional Civil Service Agency of Lampung Province. Employee discipline is vital for ensuring that public sector agencies meet their operational goals and maintain high standards of service (Ibrahim et al., 2021; Saleh, 2022; Setiawan et al., 2018). The centrality claim of this study asserts that understanding the factors influencing employee discipline is essential for improving organizational performance and effectiveness in public institutions (Aporbo et al., 2023; Haider et al., 2019; Han & Robertson, 2020; Ugaddan & Park, 2017).

Previous studies have established a foundational understanding of the impact of work motivation and the work environment on employee performance and discipline (Bahasoan & Baharuddin, 2023; Dewi et al., 2023; Kusuma & Suflani, 2019). For instance, research by (Karepesina, 2023; Ndukw & Ofondu, 2018; Sabir, 2017) highlights that a supportive work environment and adequate motivational strategies are crucial for enhancing employee performance and adherence to organizational norms. However, these studies often focus on private sector organizations or broader public sector contexts without delving deeply into specific agencies or regions (Espinosa & Rakowska, 2018; Lopari & Pepa, 2015; Serhan et al., 2018). This presents a significant research gap in understanding how these factors specifically influence employee discipline within the unique setting of the Regional Civil Service Agency in Lampung Province.

This study aims to address this gap by exploring the relationship between work motivation, the work environment, and employee discipline within Lampung. The research objectives are to identify how variations in the work environment and motivational strategies affect employee discipline, determine the relative impact of each

factor, and provide recommendations for enhancing discipline through improved management practices (Henokh et al., 2022; Shalsabila et al., 2023). By focusing on these objectives, the study seeks to offer actionable insights that can help Lampung optimize its human resource management and improve overall organizational performance.

2. Research Method

The study employs a quantitative research design to analyze the influence of work environment and work motivation on employee discipline at the Regional Civil Service Agency of Lampung Province. Data were collected using a structured questionnaire distributed to a proportionate stratified random sample of 100 employees, ensuring representation from different departments and hierarchical levels. The questionnaire was divided into sections measuring demographic information, work environment, work motivation, and employee discipline, using a 5-point Likert scale for consistency (Barusman, 2024; Khodakarami et al., 2018; Kore et al., 2019; Lakawathana & Klungklang, 2018; Watoni & Suyono, 2020). The questions were pre-tested for clarity and reliability, and revisions were made based on the feedback received (Amin et al., 2020; Ghazali et al., 2020; Lee et al., 2016). The work environment was assessed through indicators such as office facilities and social interactions, while work motivation was measured by job satisfaction, recognition, and opportunities for growth (Rastogi, 2019; Zhao et al., 2020). Employee discipline was evaluated based on punctuality, adherence to regulations, and responsibility towards work tasks (Anwar & Budi, 2018; Marlapa & Mulyana, 2020).

Data analysis was conducted using SPSS software, applying descriptive statistics to summarize the data and reliability analysis to ensure internal consistency, with Cronbach's alpha values above 0.7 considered acceptable. Pearson correlation coefficients were calculated to determine the strength and direction of relationships between the variables, and multiple regression analysis was used to assess the combined effect of work environment and work motivation on employee discipline. Hypothesis testing was performed using t-tests and F-tests, with a significance level set at 0.05. Ethical considerations were observed throughout the research process, including obtaining informed consent from participants, ensuring the confidentiality of their responses, and anonymizing the data to protect their identities.

3. Result

The results of this study reveal significant insights into the relationship between work environment, work motivation, and employee discipline at the Regional Civil Service Agency (BKD) of Lampung Province. Descriptive statistics indicate that the majority of respondents rated their work environment positively, particularly in terms of office facilities and social interactions, which suggests that the agency has established a conducive working atmosphere. However, a minority of employees expressed concerns about the adequacy of certain facilities, highlighting areas for potential improvement. In terms of work motivation, the data show that employees generally feel satisfied with their jobs, with recognition and opportunities for growth being key motivators. Nonetheless, a subset of respondents indicated that they felt underappreciated, pointing to a need for more targeted motivational strategies.

Correlation analysis reveals a positive and statistically significant relationship between work environment and employee discipline, with a Pearson correlation coefficient of 0.65, indicating that improvements in the work environment are associated with higher levels of discipline among employees. Similarly, work motivation was found to have a strong positive correlation with employee discipline, with a Pearson coefficient of 0.72, suggesting that motivated employees are more likely to adhere to organizational rules

and responsibilities. The results of the multiple regression analysis further support these findings, demonstrating that both work environment and work motivation significantly contribute to employee discipline, with work motivation having a slightly higher impact. The combined model explained 58% of the variance in employee discipline ($R^2 = 0.58$), confirming the importance of these factors in fostering a disciplined workforce. Hypothesis testing corroborated these results, with the t-tests and F-tests indicating that the relationships are statistically significant at the 0.05 level. These findings underscore the critical role of both a supportive work environment and strong motivational practices in enhancing employee discipline, offering valuable insights for organizational development at BKD Lampung.

4. Discussion

The findings from this study provide significant insights into how the work environment and work motivation impact employee discipline within the Regional Civil Service Agency (BKD) of Lampung Province. The positive correlation between the work environment and employee discipline supports previous research (Dewi et al., 2023; Saleh, 2022; Susanti & Syahlani, 2022), which emphasizes the importance of creating a conducive and well-equipped workplace in fostering disciplined behavior. Employees who perceive their work environment as supportive, with adequate facilities and positive social interactions, are more likely to adhere to organizational rules. However, a minority of respondents expressed concerns regarding certain facility inadequacies, indicating potential areas for improvement. Addressing these gaps, as suggested by (Ibrahim et al., 2021; Setiawan et al., 2018), could further enhance the positive impact of the work environment on employee discipline.

The strong correlation between work motivation and employee discipline reinforces the critical role that motivation plays in shaping employee behavior, consistent with findings from (Bahasoan & Baharuddin, 2023; Kusuma & Suflani, 2019). Recognition and opportunities for growth were identified as key motivators, which indicates that these factors should be central to the agency's motivational strategies, as also suggested by (Aporbo et al., 2023; Ndukw & Ofondu, 2018). Employees who feel valued and see clear career advancement opportunities are more likely to demonstrate disciplined behavior, aligning with motivational theories such as those proposed by (Sabir, 2017). However, the presence of a subset of employees who feel underappreciated highlights the need for more personalized motivational strategies to ensure that all employees feel recognized and valued.

The results of the multiple regression analysis further validate the significant roles that both the work environment and work motivation play in determining employee discipline, with work motivation having a slightly higher impact. This finding, consistent with previous studies (Han & Robertson, 2020; Maloba & Pillay-Naidoo, 2022), underscores the importance of motivation in fostering disciplined behavior, suggesting that while a supportive work environment is crucial, motivational strategies may be even more pivotal in shaping employee discipline. The combined model explains 58% of the variance in employee discipline, demonstrating the strong predictive power of these factors, as seen in the research by (Ugaddan & Park, 2017).

5. Conclusion

The conclusion of this research highlights the significant influence of both the work environment and work motivation on employee discipline within the Regional Civil Service Agency (BKD) of Lampung Province. The study reveals that a positive and supportive work environment, coupled with effective motivational strategies, plays a crucial role in fostering disciplined behavior among employees. Specifically, the findings indicate that employees who perceive their workplace as conducive and are motivated by recognition and growth opportunities are more likely to adhere to organizational rules

and perform their duties diligently. However, the presence of gaps in the adequacy of facilities and varying levels of employee motivation suggests that there is room for improvement in both areas.

Moreover, the results of the multiple regression analysis underscore the importance of prioritizing work motivation slightly more than the work environment, as motivation was found to have a marginally higher impact on discipline. This emphasizes the need for BKD Lampung to implement personalized motivational strategies that cater to the diverse needs of its employees, ensuring that each individual feels valued and recognized. By addressing the identified gaps and focusing on enhancing both the work environment and motivational practices, BKD Lampung can significantly improve employee discipline, ultimately contributing to better organizational performance.

In summary, this research provides valuable insights into the factors that drive employee discipline at BKD Lampung, offering practical recommendations for improving human resource management within the agency. Future research could explore additional variables that may influence discipline, further enriching our understanding of the dynamics at play in public sector organizations.

6. References

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