

"RELATIONSHIP BETWEEN WORK DISCIPLINE, WORK ENVIRONMENT AND SUPERVISION OF EMPLOYEE PERFORMANCE AT WAROENG SPESIAL SAMBAL SURABAYA"

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ABSTRACT

This study aims to determine "relationship between work discipline, work environment and supervision of employee performance at Waroeng Spesial Sambal Surabaya ". This study used a quantitative research approach. The analytical method used the rank spearman correlation. The calculation process assisted by the program Statistical Package for the Social Sciences (SPSS) application, with number of 30 respondents by saturated sampling method (census). Based on the results of data management, work discipline with employee performance has a significant low relationship. Work environment and supervision with employee performance have a significant strong relationship. The results showed that the variables of work discipline, work environment and supervision were significantly related to employee performance. If there are other variables used to measure employee performance then the variable is not discussed in this study.

Keywords: Work Discipline, Work Environment, Supervision and Employee Performance

1. INTRODUCTION

The culinary business in Indonesia has grown in recent years. This is partly due to the higher lifestyle of the population. Because it has a large potential market share, it encourages entrepreneurs to continue to strive to develop the business in order to be able to win the tight competition. Various challenges arise in the culinary business competition, therefore the need for a strategy is carried out in order to achieve a competitive position.

Waroeng Spesial Sambal is a brand that serves a variety of fresh chili and Indonesian specialties. Waroeng Spesial Sambal was established on August 20, 2002, founded by Yoyok Hery Wahyono. The first was established west of Graha Saba Pramana UGM, with the concept of waroeng tenda. Waroeng Spesial Sambal presents a total of 102 menus with a variety of presentations. Currently there are 85 branches spread across Java, Bali to Malaysia.

Table. Employee License

Year	Recap/ Accumulated Absences			
	Leave	Sick	Permission	Truant
2016	142	290	62	40
2017	189	279	44	12
2018	206	201	49	52

(Source: HRD waroengss, 2019)

Based on recapitulation data every day there are employees who do not enter working for various reasons is a phenomenon that occurs in Waroeng Spesial Sambal Surabaya. The absence of employees will certainly be able to hinder the level of productivity (performance) of Waroeng Spesial Sambal Surabaya. therefore it needs to be examined about the performance of employees of Waroeng Spesial Sambal Surabaya. Employee contributions are very important, one of which is that employees are required to work more effectively, efficiently and productively.

2. LITERATURE REVIEW

Work Discipline (X1)

According to (Siagian, 2002) Work discipline can be interpreted as a form of attitudes, mentality, knowledge and behavior of employees to voluntarily try to work cooperatively with other employees, obey the provisions and work standards that apply, and try improve work performance.

This research explores the relationship with employee performance, using work discipline indicators proposed by (Hasibuan, 2005) :

1. Comply with all company regulations
2. Effective use of time
3. Responsibility in work and assignments
4. Absence rate

Hypothesis 1: Work discipline is significantly related to employee performance

Work Environment (X2)

According to Sedarmayanti (2009,21) the definition of work environment is the entire tooling equipment and materials faced, the surrounding environment where a person works, work methods and work arrangements (both as individuals and as a group) .

This research explores the relationship with employee performance, using work environment indicators proposed by Mangkunegara (2006,51) :

1. Cleanliness
2. Air exchange
3. Lighting
4. Temperature
5. Noise

Hypothesis 2: Work environment is significantly related to employee performance

Supervision (X3)

Supervision is a process to determine what work has been carried out, assess it, and correct it if necessary with the intention that the work is carried out in accordance with the original plan. According to Simamora in (Nurkocim and Nurlaila, 2013) supervision is the process of evaluating activities carried out whether they are in accordance with what has been planned and as a control function carried out by the leadership towards the implementation and work results of subordinates in the form of inherent supervision based on the level of implementation in the form of direct supervision, namely supervision carried out by visiting or conducting an on-site inspection of the object supervised by the local inspection can be in the form of an administrative examination or physical examination in the field.

This research explores the relationship with employee performance, using work environment indicators proposed by Sondang siagian (2014,35):

1. Input Control
2. Behavior Control
3. Expenditure Control

Hypothesis 3: Supervision is significantly related to employee performance

Employee Performance (Y)

According to Ainsworth, Smith and Millership that performance means an end result. Performance comes from the word *Job performance* or *Actual performance* which means work performance or actual achievement achieved by someone. According to Mangkunegara (2006,67) performance is the result of work in quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities given to him.

This research explores the relationship with employee performance, using employee performance indicators

proposed by Mathis (2006,113) :

1. Individual ability to do the job.
2. The level of effort devoted
3. Organizational Support

3. CONCEPTUAL FRAMEWORK

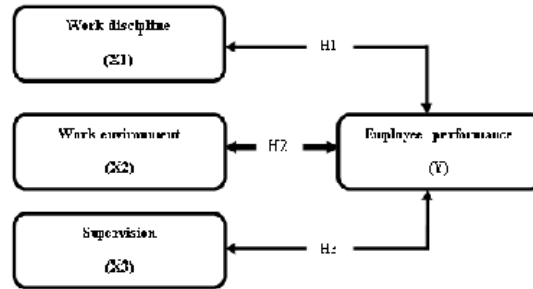


Figure. Conceptual Framework

4. METHODOLOGY

Research used quantitative approach, the variables that will be observed and identified require calculations to be able to show the relationship between variables. The unit of analysis in this study was the employees of WaroengSpesialSambal Surabaya. The variables of this study consisted of independent variables of work discipline, work environment and supervision. Variables are tied to Employee Performance. The population in this study were 30 employees of Waroeng Spesial Sambal Surabaya. The data analysis technique uses *Rank Spearman* with software *SPSS*.

5. RESULT AND DISCUSSION

Correlation of Work Discipline variables (X1) with Employee Performance (Y) has a moderate relationship and significant correlation coefficient show results of 0.516 with the level of 0,003, work environment (X2) with Employee Performance (Y) shows results of 0.622 while Supervision (X3) shows results of 0.678 so that both have a strong relationship with a significance value of 0,000.

Table 3.1 Data Analysis Results

Correlation			X1	X2	X3	Y
Spearman's rho	X1	Correlation Coefficient	1,000	,734**	,884	,516**
		Sig. (2-tailed)	,	,00	,000	,003
		N	30	30	30	30
	X2	Correlation Coefficient	,734**	1,000	,878	,622**
		Sig. (2-tailed)	,000	,	,000	,000
		N	30	30	30	30
	X3	Correlation Coefficient	,884	,878	1,000	,678**
		Sig. (2-tailed)	,000	,000	,	,000
		N	30	30	30	30
	Y	Correlation Coefficient	,516**	,622	,678**	1000
		Sig. (2-tailed)	,003	,000	,000	,
		N	30	30	30	30

***.Correlation is significant at the 0:01 level (2-tailed).*

Rank Spearman can be interpreted as a table of interpretation of the correlation coefficient which can be seen in the following table:

Table 3.2 Interpretation of Value r

Interval Coefficient	Level Relationship
0.00 to 0.19	Very Low
0.020 to 0.399	Low
0.40 to 0.599	Moderate
0.60 to 0.799	Strong
0.80 - 1000	Very Strong

Source: sugiyono 2007

Hypothesis 1 : Relationship of Work Discipline (X1) with Employee Performance (Y)

Based on the results of the analysis of the correlation value of 0.516 if interpreted as having a low relationship because the correlation coefficient value is 0.40 - 0.599 and has a significance level of $0.003 < 0.01$, the level of significance is fulfilled. Then it can be said that Work Discipline (X1) with Employee Performance (Y) has a moderate and significant relationship. The results of this study are supported by research conducted (Erliset *al.*, 2015) where there is a relationship between work discipline and employee performance. According to Mangkuprawira and Aida (2007: 122) employee discipline is the nature of employees who consciously adhere to certain organizational rules and regulations. So discipline greatly affects the performance of employees and companies. Therefore it is necessary at the level of employee discipline to increase the performance of employees of the Waroeng Spesial Sambal Surabaya.

Hypothesis 2 : Relationship of Work Environment (X2) with Employee Performance (Y)

Based on the results of the analysis of the correlation value of 0.622 if interpreted as having a strong relationship because the correlation coefficient value is between 0.60 - 0.799 and has a significance level of $0.000 < 0.01$ then the level of significance fulfilled. Then it can be said that the Work Environment (X2) with Employee Performance (Y) has a moderate and significant relationship. The results of this study are supported by research conducted (Wijaya *et al.*, 2017) where there is a relationship between the work environment and employee performance. According to Mangkunegara (2004: 68) the work environment has a close relationship with employee performance, achievement motives must be possessed by employees grown through themselves and the work environment, so that the work environment situation also supports performance achievement. employee of Waroeng Spesial Sambal Surabaya.

Hypothesis 3 : Supervision (X3) with Employee Performance (Y)

Based on the results of the correlation value analysis of 0.678 if interpreted as having a strong relationship because the correlation coefficient value is between 0.60 - 0.799 and has a significance level of $0.000 < 0.01$, the level of significance is met. Then it can be said that supervision (X3) with Employee Performance (Y) has a moderate and significant relationship. According to (Nurkocim and Nurlaila, 2013) supervision has a relationship with employee performance. The results above show that the work environment and supervision variables are related and significant with a strong level of relationship. While work discipline has a significant relationship with the level of the relationship being. According to Manullang (1996: 127) Supervision is as a process to determine what work has been carried out, assess it, and if necessary correct it with the aim that the implementation of work in accordance with the original plan. Therefore it is necessary to supervise so that the performance of employees of the special Waroeng Spesial Sambal Surabaya increases.

6. CONCLUSION

From the results of processing the data above, it can be concluded that the variables of work discipline, work environment and supervision are significantly related to employee performance. Demonstrate that work discipline needs to be improved by employees. Work discipline is not merely a presence in the workplace but far away from it

related to compliance with work standards and work regulations so that through employee work discipline will be a good image of Waroeng Spesial Sambal Surabaya.

7. LIMITATIONS

The limitations of the results of this study are that this study has limited location only in the vicinity of the city of Surabaya, therefore for further research it can be done by extending the scope of research for example for the entire territory of Indonesia. In addition, further research can be developed through other free variables.

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