

THE INFLUENCE OF WORK DISCIPLINE, WORKING ENVIRONMENT, ORGANIZATIONAL CULTURE, ORGANIZATIONAL COMMITMENT AND COMPENSATION ON SUPERMARKET EMPLOYEE PERFORMANCE ROXI ENDE



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Abstract: The purpose of this study was to determine the effect of work discipline, work environment, organizational culture, organizational commitment and compensation on the performance of Roxi Ende Supermarket employees. The population in this study were 50 Roxi Ende Supermarket employees. The sampling technique used the total sampling method or saturated sample with a total of 50 respondents. Data collection methods include observation, questionnaires, and documentation. The results of this study indicate that partially and simultaneously there is a significant influence between work discipline, work environment, organizational culture, organizational commitment and compensation on the performance of Roxi Ende Supermarket employees.

Keywords: work discipline, work environment, organizational culture, organizational commitment, compensation, employee performance.

INTRODUCTION

Human resources are currently increasingly playing a big role for the success of a company or organization. Many companies or organizations realize that the human element in a company can provide a competitive advantage. Company leaders make strategies and innovations in achieving company goals. Therefore, human resources are one of the most important elements for the company because of their role in implementing the company's strategy as the implementing subject of the company's strategy. With the existence of human resources, it can provide quality results which is the hope of the company or organization, so that it can achieve optimal performance as desired by the company's leadership and goals can be achieved and realized by obtaining profits.

Workforce or employees are company assets that must be developed towards better changes according to the demands of technological developments and market shares that continue to grow rapidly. In this case, efforts to improve the performance of employees in the corporate environment, the company is required to play a greater role in preparing the performance of its employees in order to create reliable and professional employees so that they are able to achieve the goals of achieving company goals in accordance with the assigned duties and responsibilities. Thus, an effort is needed that can be a solution so that these problems can be resolved immediately.

According to Hasibuan (2014), employee performance is the result achieved by a person in carrying out the tasks assigned to him based on skills, experience, and sincerity and time. Performance is a combination of three important factors, namely the ability and interest of a worker, the ability and acceptance of the explanation of task delegation, as well as the role and level of motivation of a worker.

Work discipline is something that has an important function in human resource management, because the better the employee's work discipline, the higher the performance results achieved. Work discipline can also be interpreted as a tool used by managers to communicate with employees so that they are willing to change behavior as well as an effort for an approach that leads to an attitude of discipline at work and has added value in the self-development of employees because so far they still have a low quality of employee performance. The low work discipline can be seen when the writer makes observations that some employees chat during working hours. Related to this, the leadership of Roxi Ende Supermarket needs to optimize employee performance in a better direction. Work discipline is a company key to improving employee performance so that it is easier to achieve the expected goals.

In addition to work discipline, the work environment is one of the factors that can encourage employees to work optimally for the progress of the agency. A harmonious work environment will determine a person's comfort at work. Overall work facilities and infrastructure are around employees who are doing work that can influence them to work comfortably in completing the tasks and jobs given. Good organizational culture is how to allocate resources in managing organizational resources and also as a tool to deal with problems and opportunities from the internal and external environment. Organizational culture has a significant influence on the attitudes and behavior of organizational members. This supports research conducted by Tanuwibowo (2014) which states that organizational culture and employee performance have a positive relationship, which means that the better the organizational culture, the higher employee performance. This is also found in Mulyadi's research, (2012) which states that there is an influence of organizational culture on employee performance.

Organizational commitment is defined as an employee's alignment with a particular company or organization and its goals and desire to maintain membership in the organization. According to Porters, et al (2015), organizational commitment is the relative strength of an individual towards an organization and its involvement in a particular organization. Organizational commitment can be reviewed based on the individual characteristics of each employee. These individual characteristics include gender, age, marital status and work experience. Commitment to colleagues and organizational commitment have a relationship with employee performance, organizational commitment is built on the basis of individual belief in organizational values, individual willingness to help realize organizational goals and loyalty to remain a member of the organization.

Compensation is an important factor and is of concern to many organizations in maintaining and attracting quality human resources. Compensation is remuneration received or given by other people for work done to help organizations or companies achieve better results. Compensation includes financial and non-financial services, both directly in the form of money (financial) and indirectly (non-financial). Giving compensation received by employees as a leader's policy tends to affect employee performance, so that in terms of which type of compensation needs to be given priority to employees in increasing enthusiasm and work activity of employees to produce good performance, so that every employee strives to work well and earnestly really if the compensation is commensurate and in accordance with the needs of employees.

Roxi Supermarket is one of the shopping centers in the city of Ende, located on Jalan Ahmad Yani, Kelimutu Village, Middle Ende District. Roxi Ende Supermarket is engaged in general trading and retail services that provide basic daily needs. Based on the distribution of working hours, employees are divided into 2 shifts, the first shift consists of 25 employees starting work from 09.00-17.00 and the second shift of 25 employees starting work before the change of shift, namely working from 14.00-21.00. Roxi Ende Supermarket operating hours from 07.00 to 21.00 Wita.

Based on Table 1.1, it shows that the number of Roxi Ende Supermarket employees is 50 people, consisting of 12 men and 38 women. Employee data shows a total of 50 employees consisting of 2 administrative personnel, 6 cashiers, 27 sales clerks, 3 customer service persons,

2 coordinators, 2 security personnel and 8 warehouse personnel and the division of working hours includes two shifts, namely shift morning and afternoon shift.

Table 1.1 Roxi Ende Supermarket Employee Data

Part	Gender		Amount
	Man	Woman	
Admin	-	2	2
Cashier	-	6	6
Salesperson	2	25	27
Customer Service	1	2	3
Coordinator	-	2	2
Secure	2	-	2
Warehousing	7	1	8
Amount	12	38	50

Source: Supermarket Roxi End, 2022

The phenomenon that often occurs in increasing the work of Roxi Ende Supermarket employees is that there is a need for an approach that leads to discipline in work and has added value in employee self-development, because so far the quality of employee performance is still low, and regarding the level of discipline there is still employees who arrive late, and there are even employees who do not come to work without giving permission to the leadership. Related to this, the Roxi Ende Supermarket needs to develop human resources to optimize the performance of its employees towards a better direction. In addition to the disciplinary factor, there are also problems that lead to a work environment where the work environment is at the Roxi Ende Supermarket, there are a number of things that must be improved, namely by paying attention to the facilities needed by employees, if employees like the work environment then these employees will feel comfortable and comfortable in carrying out activities so that time used can run effectively and efficiently, and employee performance will also be better.

The problems above will also be related to the provision of compensation that is not in accordance with the demands of the performance being carried out so that it is necessary to review which types of compensation need to receive priority given to employees in increasing work activities to produce good performance. Based on the information obtained, Roxi Ende Supermarket has not implemented additional overtime hours (over time) for employees, with the implementation of overtime hours, there will automatically be an increase in the salary received by employees. Based on the problems above, the problem can be formulated with several questions including: 1) Does work discipline have a significant effect on employee performance at the Roxi Ende Supermarket?, 2) Does the work environment have a significant effect on employee performance at the Roxi Ende Supermarket?, 3) What is organizational culture? has a significant effect on employee performance at Roxi Ende Supermarket?, 4) Does organizational commitment have a significant effect on employee performance at Roxi Ende Supermarket?, 5) Does compensation have a significant effect on employee performance at Roxi Ende Supermarket?, and 6) Does work discipline, environment work, organizational culture, organizational commitment and compensation simultaneously have a significant effect on employee performance at the Roxi Ende Supermarket?

Library Review

Human Resource Management

According to Hasibuan (2013) explains human resource management is the science and art of managing relationships and the role of the workforce so that it is more effective and efficient to help realize company, employee and community goals. Human resource management is part of management that focuses on human resource affairs or the art of regulating employees by carrying out processes of attainment, implementation and control related to the procurement, development and maintenance of existing human resources through the provision of fair compensation, provision of training and employee development as well as utilizing existing human resources.

Work Discipline

Discipline is the most important operative function of human resource management because the better the employee discipline, the higher the work performance achieved. Discipline is the main factor needed as a warning tool for employees who do not want to change their character and behavior. Work discipline is a tool used by managers to communicate with employees so that they are willing to change a behavior as well as an effort to increase one's awareness and willingness to comply with all company regulations. Work discipline is an attitude, behavior, and action that is in accordance with both written and unwritten regulations, and if it violates it, it will get sanctions for its violations (Rivai, 2015). Meanwhile Ernawati and Rochmah (2018) explain that the performance of an employee is needed, because what is the goal of an agency or company will be difficult to achieve if there is no good work discipline.

Work discipline needs to regulate group action, where each member must be able to control himself and be able to work together for the good of the organization. In other words, they must be able to follow the rules set by organizational leaders in order to achieve company goals. Good work discipline reflects the magnitude of a person's responsibility for the tasks assigned to him. This encourages morale and the realization of company goals. In order for the company's goals to be achieved, it is necessary to build and enforce employee discipline, because discipline is the key to the success of a company in achieving its goals.

Work Environment

The work environment in a company is very important to note, the work environment has a direct influence on the employees who carry out their work. If the work environment feels safe and comfortable, employees will carry out their duties properly, so that what is intended by the company will be achieved. The work environment is the social, psychological, and physical life of the company that influences employees in carrying out their duties. Between humans and the environment there is a very close relationship, every employee cannot be separated from various circumstances around the workplace. According to Nitisemito (in Nuraini 2013) defines the work environment as everything that exists around employees and can affect them in carrying out the tasks assigned to them, for example by having air conditioner, adequate lighting and adequate air ventilation as well as good communication between management and employees and employees with fellow employees.

The work environment within a company/institution is very important to be considered by the leadership because a good work environment has an influence on the effectiveness of employees working in the company. Working environment conditions are said to be good or appropriate if employees can carry out activities optimally, healthy, safe and comfortable. In an effort to plan a work environment, it is necessary to study and determine the aspects that make up the work environment itself. According to Mangkunegara (2013) explains that in general the work environment includes 1) Physical work environment, are all physical conditions that exist around the workplace that can affect employees both directly and indirectly, and 2) Non-physical work environment is a work environment employees in the form of a harmonious work atmosphere where there is a relationship or communication between subordinates and superiors (vertical relationship) as well as the relationship between fellow employees (horizontal relationship). With a harmonious working atmosphere and communication, employees will feel at home in the workplace so that the work carried out can be carried out properly, effectively and efficiently.

Organizational Culture

The concept of culture was first used in the discipline of anthropology, which in turn helped enrich other fields of science such as economics. Robbins (2006) defines organizational culture as a system of shared meaning shared by members that differentiates the organization from other organizations. There are elements in the sense of corporate/corporate culture consisting of: value systems, business environment, cultural networks, belief ritual patterns, values and behavior, management style, management systems and procedures, norms and procedures and code of conduct.

Organizational culture is a system of meanings, values and beliefs held together in an organization which is a reference for action and distinguishes one organization from another.

Organizational culture then becomes the main identity or character of the organization that is maintained and maintained (Mas'ud, in Hyronimus, 2019). A strong culture is a very useful tool for guiding behavior, as it helps employees to do a better job. In the end every employee at the beginning of his career needs to understand the culture and how the culture is implemented. It is further said that in the growth of companies and products knowledge-based Satisfactorily, controlling and understanding an organization's corporate culture is a key leadership responsibility, as it is a vital tool for management if it is to achieve high performance and maintain shareholder value.

Everyone will behave according to the prevailing culture in order to be accepted in their environment. A person's personality will also be shaped by his environment and for this personality to lead to positive attitudes and behavior, of course, it must be supported by a norm that is recognized for its truth and adhered to as a guide in acting.

According to Parsons and Marton (in Tika, 2014) suggests that the function of organizational culture is to solve key problems in the process survival a group and its adaptation to the external environment and internal integration processes. Meanwhile, Kreitner and Kinicki (2003) argue that organizational culture serves to provide organizational identity to employees, facilitate collective commitment, promote social stability and to shape behavior.

Organizational Commitment

Organizational commitment is one of the circumstances in which an employee sided with a particular organization and its goals and desire to maintain membership in that organization. Employees who have high commitment will be seen from their work performance. This is evidenced by the strong desire of employees to be involved in organizational activities. Employee involvement in organizational activities reflects employee dedication in helping the organization achieve its goals.

Organizational commitment is an attitude that reflects the extent to which an individual knows and is bound to the organization that makes the individual or employee feel comfortable. Organizational commitment identifies his involvement in the organization itself, a strong desire to maintain a strong relationship with the organization and readiness and willingness to give up work efforts for the benefit of the organization.

According to Allen and Mayer (in Darmawan 2013) defines organizational commitment as a psychological construct which is a characteristic of the relationship between members of an organization and its organization, and has implications for individual decisions to continue membership in an organization. Meanwhile, Mangkunegara (in Wibowo 2015) suggests that organizational commitment is people's involvement with the organization where they work and are interested in staying in the organization in an effort to improve performance. Employee commitment itself is relative to the individual in identifying his involvement in the organization it self.

Compensation

Basically, working people want to earn money to meet their needs. For this reason, employees start working and begin to show their contribution to the company to achieve goals, because that's why the company values hard work and responsibility for the tasks carried out by providing rewards. Compensation is the overall remuneration received by employees as a result of carrying out work in the organization in the form of money or otherwise, which can be in the form of salaries, wages, bonuses, incentives and other benefits such as health benefits, holiday allowances, meal allowances, leave allowances and others (Efendi, 2012). Compensation is a compensation for expenses incurred for the company issued as a remuneration to employees for the sacrifice of resources (time, effort and thought) and competence (knowledge, skills and abilities) that they have devoted over a certain period of time as a contribution to the achievement of organizational goals and received by employees as income which is part of the employment relationship which is packaged in a service reward system.

Mangkunegara (2013: 84) suggests several factors that affect compensation, including: 1) Government, Government regulations related to setting minimum salary standards, income tax, pricing of raw materials, transportation/freight costs, inflation and devaluation greatly influence companies in determining employee compensation policies, 2) Joint offer between company and

employees, Policies in determining compensation can also be influenced when there is a bargaining regarding the amount of wages that must be given by the company to its employees. This is mainly done by companies in recruiting employees who have expertise in certain fields that are needed by the company, 3) Employee standard and cost of living, Compensation policies need to consider the standard and minimum cost of living for employees. This is because the standard needs of employees must be met. By fulfilling the standard needs of employees and their families, employees will feel safe, 4) Comparative measure of wages, The policy in determining compensation is also influenced by the size of the company, the education level of employees, the length of service of employees. That is, a comparison of employee wage rates needs to take into account the level of education, years of service, and company size, 5) Requests and Provisions, Employee compensation policies need to take into account market supply and demand levels. That is, market conditions at that time need to be taken into consideration in determining employee wage levels, and 6) Ability to pay in determining employee compensation policies, it is necessary to be based on the company's ability to pay employees. That is, do not determine compensation policies beyond the limits of the company's capabilities.

Performance

According to Mangkunegara (2013) performance is the result of work in quality achieved by an employee in carrying out his duties in accordance with the responsibilities given to him. Everyone has different traits and characteristics in carrying out activities and socializing, as well as in terms of work. The characteristics of people who have high performance are as follows: 1) Have high personal responsibility, 2) Dare to take and bear the risks faced, 3) Have realistic goals, 4) Have a thorough work plan and strive to realize the goals, 5) Take advantage of good rewards (feed back) which is concrete in all the work activities it does, and 6) Look for opportunities to realize the plans that have been programmed. Meanwhile Moeheriono (2014) defines performance or performance is a description of the level of achievement of the implementation of an activity program or policy in realizing the goals, objectives, vision and mission of the organization as outlined in an organization's strategic planning. Employee performance is the result of work achieved by an employee in accordance with the authority or responsibility of each employee for a certain period of time (Dewi in Laura, 2019).

Based on the above understanding, it can be concluded that performance is the result of work produced by employees or employees in accordance with their responsibilities based on their abilities and expertise, accompanied by enthusiasm for work to achieve the goals of the organization concerned legally, not violating the law and in accordance with morals and ethics.

Thinking Framework

To find out how much influence each variable has, both partially and simultaneously, empirical evidence will be carried out by collecting data sourced from secondary data, then processing it to determine the effect of independent variables (work discipline, work environment, organizational culture, organizational commitment, and compensation) on the dependent variable (employee performance) in this study.

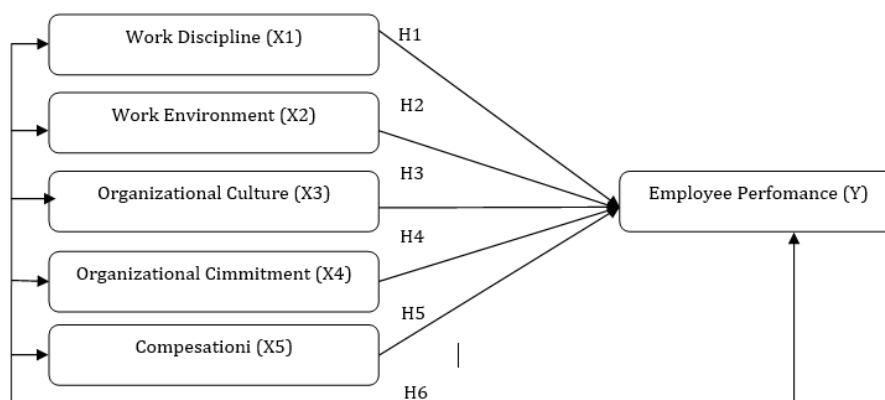


Figure 1 Thinking Framework

Hypothesis

- H1: It is suspected that work discipline has a significant effect on employee performance at the Roxi Ende Supermarket.
- H2: It is suspected that the work environment has a significant effect on employee performance at the Roxi Ende Supermarket.
- H3: It is suspected that organizational culture has a significant effect on employee performance at the Roxi Ende Supermarket.
- H4: It is suspected that organizational commitment has a significant effect on employee performance at the Roxi Ende Supermarket.
- H5: It is suspected that compensation has a significant effect on employee performance at the Roxi Ende Supermarket.
- H6: It is suspected that work discipline, work environment, organizational culture, organizational commitment and compensation simultaneously have a significant effect on employee performance at the Roxi Ende Supermarket.

Research methods

Types of research

This research is a quantitative descriptive research. This study aims to describe and reveal a problem, situation, event as it is, as well as reveal facts in more depth regarding the influence of work discipline, work environment, organizational culture, organizational commitment, and compensation on employee performance at the Roxy Ende Supermarket.

Population and Sample

The population is defined as a generalized area consisting of objects/subjects that have certain qualities and characteristics determined by the researcher to be studied and then drawn conclusions (Sugiono, 2015). The population in this study were 50 Roxi Ende Supermarket employees.

The sample is part of the number and characteristics possessed by the population (Sugiono, 2015). Since the subject number is 50 employees, then the entire population is used as a sample, namely 50 people. So the sampling technique used in this study is total sampling (saturated sample).

Variable Operational Definitions

Table 1 Variable Operational Definitions

Variable	Variable Definitions	Indicator	Measurement Scale
Work Discipline (X1)	Work discipline is a tool used by managers to communicate with employees so that they are willing to comply with all company regulations. (Veithal Rivai, 2013: 825)	- Goals and abilities - A role model of a leader - Remuneration - Justice - Sanski bench - Human relations	Likert Scale
Work Environment (X2)	The work environment is a place where there are a number of groups in which there are supporting facilities to achieve company goals according to the company's vision and mission. (Sedarmayanti, 2013:23)	- Atmosphere at work - Work facility - Description - Cleanliness - Security	Likert Scale
Organizational Culture (X3)	Organizational culture is a set of norms, perceptions, and patterns of behavior norms that are created or developed within an organization to overcome basic assumptions or views that are	- Innovation - Oriented to new ideas - Dare to take risks - Set targets	Likert Scale

Variable	Variable Definitions	Indicator	Measurement Scale
	believed to have gone well within the organization, Cheky (in Hyronimus, 2019)	- Assessment of work results	
Organizational Commitment (X4)	Organizational commitment is the degree to which a person's involvement in his organization and the strength of his identification with a particular organization. (Wati, 2017)	- Attention - Obligation - Justice - Honest - Work atmosphere - Workplace initiatives - Acceptance of company values and goals - Strong desire to become a member of the organization	Likert Scale
Compensation (X5)	Compensation is all income in the form of money, goods directly or indirectly received by employees as compensation or services provided. (Hasibuan, 2013:188)	- Salary - Bonus - Incentives - Thr / allowance - Holiday	Likert Scale
Employee Performance (Y)	Employee performance is the result, quality work achieved by an employee in carrying out his duties in accordance with the responsibilities given to him. (Mangkunegara, 2013:67)	- Work quality - Work quantity - Reliability - Attitude	Likert Scale

Source: Data Processed, 2022

Data Collection Techniques

Data collection techniques used in this research include:

Observation

Data collection techniques are carried out by directly quoting the data that has been obtained from the research object, which consists of profiles, company history, and so on.

Questionnaire

The questionnaire or questionnaire is a list of statements or questions that will be used by researchers to obtain data from the source directly through a communication process or by submitting statements or questions to Roxi Ende Supermarket employees.

Documentation

According to Sugiyono (2013) documentation is a method used to obtain data and information in the form of books, archives, documentation, written numbers and pictures in the form of reports and information that can support the research process.

Coefficient of Determination (R²)

The coefficient of determination is a way to measure the ability of the independent variables (work discipline, work environment, organizational culture, organizational commitment and compensation) to explain the dependent variable (employee performance). If the analysis used is simple regression, then the value used is R Square. However, when the analysis used is multiple regression, then what is used is Adjusted R Square.

RESULTS AND DISCUSSION

Validity Test Results

Validity test is used to measure whether a questionnaire is valid or not. A questionnaire is said to be valid if the statements in the questionnaire are able to reveal something that will be measured by the questionnaire (Ghozali, 2013). The results of the analysis show that the sig value is compared with a significant level of 0.05.

Table 2 Validity Test Results

Variable	Statement	Correlation Coefficient	Value	Information
Work Discipline (X1)	X1.1	0.569	0.000	Valid
	X1.2	0.789	0.000	Valid
	X1.3	0.625	0.000	Valid
	X1.4	0.647	0.000	Valid
	X1.5	0.592	0.000	Valid
Work Environment (X2)	X2.1	0.654	0.000	Valid
	X2.2	0.647	0.000	Valid
	X3.3	0.540	0.000	Valid
	X4.4	0.450	0.000	Valid
	X5.5	0.518	0.000	Valid
Organizational Culture (X3)	X3.1	0.654	0.000	Valid
	X3.2	0.647	0.000	Valid
	X3.3	0.540	0.000	Valid
	X3.4	0.450	0.000	Valid
	X3.5	0.518	0.000	Valid
Organizational Commitment (X4)	X4.1	0.648	0.000	Valid
	X4.2	0.831	0.000	Valid
	X4.3	0.525	0.000	Valid
	X4.4	0.627	0.000	Valid
	X4.5	0.421	0.000	Valid
Compensation (X5)	X4.1	0.653	0.000	Valid
	X4.2	0.592	0.000	Valid
	X4.3	0.517	0.000	Valid
	X4.4	0.561	0.000	Valid
	X4.5	0.535	0.000	Valid
Employee performance (Y)	Y.1	0.834	0.000	Valid
	Y.2	0.580	0.000	Valid
	Y.3	0.893	0.000	Valid
	Y.4	0.678	0.000	Valid
	Y.5	0.872	0.000	Valid

Source: Data Processed, 2022

Reliability Test Results

A questionnaire is said to be reliable if one's answers to statements are consistent or from time to time. Reliability test is done by statistical test Cronbach's Alpha a construct or variable is said reliable if it gives a value Cronbach Alpha > 0.6 (Ghozali 2013).

Table 3 Reliability Test Results

Variable	Statement	Cronbach Alpha	Reliable Standard	Information
Work Discipline (X1)	X1.1	0.739	0.6	Reliable
	X1.2	0.694	0.6	Reliable
	X1.3	0.728	0.6	Reliable
	X1.4	0.724	0.6	Reliable
	X1.5	0.736	0.6	Reliable
Work Environment (X2)	X2.1	0.658	0.6	Reliable
	X2.2	0.660	0.6	Reliable
	X3.3	0.687	0.6	Reliable
	X4.4	0.711	0.6	Reliable

Variable	Statement	Cronbach Alpha	Reliable Standard	Information
Organizational Culture (X3)	X5.5	0.691	0.6	Reliable
	X3.1	0.658	0.6	Reliable
	X3.2	0.660	0.6	Reliable
	X3.3	0.687	0.6	Reliable
	X3.4	0.711	0.6	Reliable
Organizational Commitment (X4)	X3.5	0.691	0.6	Reliable
	X4.1	0.715	0.6	Reliable
	X4.2	0.646	0.6	Reliable
	X4.3	0.735	0.6	Reliable
	X4.4	0.713	0.6	Reliable
Compensation (X5)	X4.5	0.751	0.6	Reliable
	X4.1	0.670	0.6	Reliable
	X4.2	0.684	0.6	Reliable
	X4.3	0.702	0.6	Reliable
	X4.4	0.692	0.6	Reliable
Employee Performance (Y)	X4.5	0.698	0.6	Reliable
	Y.1	0.760	0.6	Reliable
	Y.2	0.794	0.6	Reliable
	Y.3	0.721	0.6	Reliable
	Y.4	0.781	0.6	Reliable
	Y.5	0.756	0.6	Reliable

Source: Data Processed, 2022

Multiple Linear Analysis

Multiple linear regression testing aims to determine the size of the independent variable (independent) and the dependent variable (dependent).

T Test Results

This study has five types of hypotheses being tested, namely to see the effect of work discipline, work environment, organizational culture, organizational commitment and compensation on employee performance at the Roxi Ende Supermarket by comparing the sig value with α .

Table 4 Test Results t

Coefficients ^a								
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	2.427	1.335		1.818	.076		
	Work Discipline	.209	.241	.157	.868	.390	.430	2.327
	Work Environment	.285	.695	.166	.409	.684	.086	11.574
	Organizational Culture	-.191	.659	-.113	-.290	.773	.094	10.662
	Organizational Commitment	.808	.203	.485	3.982	.000	.954	1.048
	Compensation	-.600	.215	-.401	-2.796	.008	.686	1.457

a. Dependent Variable: Employee Performance

Source: Results Processed by Researchers, 2022

First Hypothesis

Work discipline variable (X1) on employee performance (Y), work discipline variable can be concluded t value count > t table (0.868 > 1.679) and a significant value of (0.390 < 0.05) so it can be concluded that Ha is accepted and Ha is rejected or the work discipline variable has a significant effect on employee performance at the Roxi Ende Supermarket.

Second Hypothesis

Work environment variable (X2) on employee performance (Y), work environment variable can be concluded the value of t count > t table (0.409 > 1.679) and a significant value of (0.684 < 0.05) so it can be concluded that Ha is accepted and Ha is rejected or the work environment variable has a significant effect on employee performance at the Roxi Ende Supermarket.

Third Hypothesis

Organizational culture variable (X3) on employee performance (Y), organizational culture variable can be concluded the value of t count > t table (0.290 > 1.679) and a significant value of (0.773 < 0.05) so it can be concluded that Ha is accepted and Ha is rejected or the organizational culture variable has a significant effect on employee performance at the Roxi Ende Supermarket.

Fourth Hypothesis

Variable organizational commitment (X4) to employee performance (Y), organizational commitment variable can be concluded the value of t count > t table (3.982 > 1.679) and a significant value of (0.000 < 0.005) so it can be concluded that Ha is accepted and Ha is rejected or the organizational commitment variable has a significant effect on employee performance at the Roxi Ende Supermarket.

Fifth Hypothesis

Compensation variable (X5) on employee performance (Y), compensation variable can be concluded t count > t table (2.796 > 1.679) and a significant value of (0.008 < 0.05) so it can be concluded that Ha is accepted and Ha is rejected or the compensation variable has a significant effect on employee performance at the Roxi Ende Supermarket.

F Test Results

Table 5 F test results

ANOVA ^a						
	Model	Sum of Squares	df	Mean Square	F	Say.
1	Regression	3.378	5	.676	5.353	.001 ^b
	Residual	5.553	44	.126		
	Total	8.931	49			

a. Dependent Variable: Employee Performance

b. Predictors: (Constant), Compensation, Organizational Commitment, Organizational Culture, Work Discipline, Work Environment

Source: Results Processed by Researchers, 2022

The Coefficient of Determination (R²)

The coefficient of determination is used to determine the contribution of the independent variable to the dependent variable and from the results of data processing using the SPSS version 25 application, the following results are obtained:

Table 6 Test Results for the Coefficient of Determination(R²)

Model Summary ^b					
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.615 ^a	.378	.308	.35526	.998

a. Predictors: (Constant), Compensation, Organizational Commitment, Organizational Culture, Work Discipline, Work Environment

b. Dependent Variable: Employee Performance

Source: Results processed by researchers, 2022

CONCLUSION

Based on the results of data analysis and hypothesis testing obtained, it can be concluded that 1) Work Discipline has a significant effect on the Performance of Roxy Swalayan Ende Employees. Discipline by Roxy Swalayan Ende employees towards the rules set by the company and obeying them will improve employee performance, if discipline is not implemented it will make it difficult for employees and can reduce employee performance, 2) the work environment has a significant effect on employee performance. The work environment is a condition or circumstance that has a significant influence on employees in carrying out work or on the course of agency/company operations, 3) organizational culture has a significant effect on employee performance. A good organizational culture that is implemented in the organization and is able to be carried out properly by employees is able to improve employee performance, 4) Organizational Commitment has a significant effect on Employee Performance at Roxi Ende Supermarket. Organizational commitment is an attitude that reflects the extent to which an individual knows and is bound to his organization. In this case the organizational commitment of employees also depends on how the leadership of the leaders in the company, for this reason leaders should also be able to pay more attention to employee rights so that employees feel valued and the impact can improve employee performance, and vice versa if not paid attention to it can cause a decrease in employee performance, 5) Compensation has a significant effect on the performance of Roxi Ende Supermarket employees. Compensation is an important factor and a concern in maintaining and attracting quality human resources. Providing compensation in accordance with the resulting performance can increase enthusiasm and work activities of employees to produce good performance, if the compensation received is not in accordance with the demands of the resulting performance it will reduce employee performance, and 6) Work discipline, work environment, organizational culture , organizational commitment and compensation simultaneously and significantly influence the performance of Roxi Ende Supermarket employees. This can be interpreted that the four variables of this study are factors that can indeed determine and influence the ups and downs of employee performance at the Roxi Ende Supermarket. Therefore, if an organization seeks to improve employee performance, what management must do is improve the four variables of this study.

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