



## THE INFLUENCE OF ORGANIZATIONAL COMMITMENT, WORK DISCIPLINE, AND WORK ENVIRONMENT FOR THE PERFORMANCE OF LOADING AND UNLOADING EMPLOYEES AT PT. MMP (MOROWALI MITRA PERKASA) CENTRAL SULAWESI

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### Abstract

This research is entitled The Influence of Organizational Commitment, Work Discipline, and Work Environment for the Performance of Loading and Unloading Employees at PT.MMP (Morowali Mitra Perkasa). Quantitative research is utilized in this approach to research, with employee performance as the dependent variable and organizational commitment, work discipline, and work environment as the independent variables. The population in this study were employees in the field, totaling 530 employees. The sample for this research was determined using a "Probability Sampling" design, explicitly employing the "Simple Random Sampling" method, which involved the application of the Slovin formula calculation. Upon employing calculations utilizing the Slovin formula, it was ascertained that the number of samples deemed representative of the population amounted to 84 respondents. The research analysis technique employed in this study utilizes the partial least squares (PLS) method. The findings derived from the analysis conducted in this research are as follows: 1) Organizational Commitment Influences Employee Performance. 2) Work Discipline Influences Employee Performance. 3) The work environment influences employee performance.

**Keywords:** Organizational Commitment; Work Discipline; Work environment ; Employee Performance

### INTRODUCTION

Its revenue only sometimes determines an agency's efficacy; additional factors, specifically human resources, hold greater significance. The success of an organization or institution in achieving its goals must be balanced with the human resources that it possesses because human resources will organize and manage other resources that the organization owns to assist in the realization of the organization's goals. The success or failure of the organization in achieving its goals depends on its human resources. When it comes to the quality of an employee, the more. According to Minggu, Lengkong, and Rumokoy (2019), the higher the company's competitiveness compared to other companies, the more competitive the company is.

Humans are management that focuses its members through various strategic steps to improve employee performance towards optimizing organizational goals. The success of an organization in achieving its goals cannot be separated from the existence of human resources owned by the organization to help realize the goals of the organization itself (Sudaryana, 2020). Whether or not the company's goals are successful is primarily determined by the performance of the company's human resources. In achieving its goals, organizations need human resources with good performance. The

performance of each company employee determines the company's overall performance. If employees can provide good performance, the company's performance will increase. Employee performance is considered essential because the success of an entity is influenced by employee performance. Performance is a translation of performance, which means the work of a worker, a management process, or an organization as a whole, where the work results must be shown in concrete and measurable evidence (Dewanti et al., 2022). The factors that can influence performance are organizational commitment, work environment, and work discipline.

The success of an organization or institution in achieving its goals must be distinct from the human resources it has because human resources will organize and manage other resources owned by the organization to help realize the goals of the organization itself. After all, the success or failure of the organization in achieving its goals depends on its human resources. The level of a company's competitiveness compared to other businesses is directly proportional to the quality of the company's employees. As employees are valuable assets that require proper care and nurturing, businesses have a responsibility to pay close attention to every aspect of the programs associated with human resource development to produce employees who are capable and highly competitive.

To realize the vision and mission of the company, employees also need a positive attitude. Therefore, organizations must be aware of the importance of performance and create a management system that considers factors that can influence employee work attitudes to realize the organization's goals. There is a correlation between the performance of an organization's employees and the success of the organization. The organization makes it a priority to maximize the performance of its employees in order to accomplish the goals set by the company. Everyone must have commitments to adhere to throughout work in a company/institution. Commitment will reflect the employee's seriousness in performing their duties and functions. High commitment from employees to their work indicates good performance from these employees. If employees have minimal commitment to their work, their performance will automatically be much higher (Indah & Puspari, 2021). With commitment, employees agree that everything they have is devoted to the success of carrying out their duties.

## **LITERATURE REVIEW**

### **Organizational Commitment**

The tendency of an individual to remain in the organization and the willingness to direct efforts, goals, and values by the organization are all indicators of organizational commitment. Affective, continuous, and normative commitment are the three types of commitment used to measure organizational commitment. Low commitment reflects a person's lack of responsibility in their duties (Saleh, Mashita, and Anggresta, 2019). According to Griffin, Organizational Commitment is an attitude that reflects the extent to which an individual knows and is attached to their organization. Someone highly committed to the company will likely see themselves as a faithful organization member. According to Mohammad Tambrin (2018), indicators of organizational commitment are as follows: 1)

A sense of pride in one's work. 2) A sense of loyalty to the company. 3) Attention to the sustainability of the company. 4) Work that requires energy. 5) Congruence with personal and organizational values.

### **Work Discipline**

According to Sumadhinata (2018), work discipline is a tool managers use to communicate with employees to increase awareness and a person's willingness to comply with all regulations and social norms that apply in a company. It is done to increase the likelihood that employees will change their behavior because of the communication. Good work discipline reflects a person's sense of responsibility for the tasks entrusted to him. Discipline is the principal capital that determines employee performance. Employees whose level of discipline is suitable means employee performance tends to be good. Meanwhile, for employees whose level of discipline is low, employee performance tends to be low (Pesik, Sepang, and Rotinsulu, 2019). According to Sinambela (2018), Work discipline is the employee's awareness and willingness to obey all organizational/company regulations and applicable social norms.

Therefore, work discipline is a tool that leaders use to communicate with employees to encourage them to change their behavior and comply with the rules established for the game. An organization is required to implement and enforce discipline. The implication is that it will be challenging for the organization to achieve its objectives if it does not have the support of a good work discipline among its employees. So, discipline is the key to the success of an organization in achieving its goals. According to Trisnawati & Kurniawan (2021), some indicators and aspects will be used in assessing employee work discipline attitudes; for this reason, see the discussion of indicators and aspects of work discipline below, namely:

1. On time,
2. Comply with company regulations.
3. Responsibility in Duty

### **Work Environment**

It is important for businesses to reflect conditions that encourage collaboration between those in higher positions, those in lower positions, and those in the same position status within the organization. An environment that is conducive to family, effective communication, and self-control are the conditions that ought to be established. Building good relationships between colleagues, subordinates, and superiors must be done because we need each other. The work relationships formed greatly influence employee psychology (Indrian & Qurochman, 2020). According to Lengkong and Lumintang, loading and unloading work environment indicators refer to parameters or variables used to measure environmental conditions in loading and unloading areas or ports related to loading and moving cargo activities from ships to land or vice versa. These loading and unloading activities can involve heavy

equipment, logistics flows, and significant energy use, resulting in specific environmental impacts. Nitisemito (2008:159) describes the indicators of work environment variables as:

1. Relationships between co-workers,
2. Workplace atmosphere,
3. Availability of work facilities,
4. Help.

### **Employee Performance**

According to Nurjaya (2021), performance is the degree to which one can achieve results from specific tasks. Performance in a company refers to the degree to which results are achieved to accomplish the company's objectives. According to Putri (2020), performance results from a person's or group's job functions in an organization over a certain period. This performance reflects how well the person or group successfully fulfills the requirements of a job to achieve the organization's goals. Lilyana, De Yusa, and Yatami (2021) stated that performance is the result of good work achieved by completing the tasks and responsibilities given within a certain period of time. Nurjaya (2021) states that indicators that can measure employee performance are as follows:

1. Quantity of work results,
2. Quality of Work Results,
3. Efficiency,
4. Work Discipline,
5. Initiative,
6. Accuracy,
7. Leadership,
8. Honesty,
9. Creativity.

### **The Influence Of Organizational Commitment On Employee Performance**

According to Griffin (2018:15), commitment is an attitude that reflects how far an individual knows and is attached to their organization. Commitment is considered necessary for companies because it influences turnover and performance relationships, which assumes that committed individuals tend to develop more significant effort on the job. The higher the organizational commitment to employees, the higher the employee performance will be so that company goals can be achieved. The results of this research align with research by Meutia (2019), showing that organizational commitment positively influences employee performance. Riris (2020), another researcher, came to the same conclusion, namely that the level of commitment to the organization influences employee performance. According to the findings of research conducted by Burhannudi et al. (2019), there is a significant and partially positive influence of organizational commitment on the performance of

employees.

**H<sub>1</sub>:** It is suspected that Organizational Commitment positively influences employee performance at PT. MMP (Morowali Mitra Perkasa).

### **The Influence Of Work Discipline On Employee Performance**

According to previous research, Gita Dea1, Ocky Sundari, and Johnson Dongoran 2020 Work discipline positively and significantly affect employee performance. Dewi Puspita Sari, Imelda Megawati, and Imam Heriyanto (2020) state that work discipline produces quite good results; Windya Sara Yulius (2019), the work discipline variable partially has a positive but insignificant effect on employee performance.

**H<sub>2</sub>:** It is suspected that work discipline positively influences employee performance at PT. MMP (Morowali Mitra Perkasa).

### **The Influence Of Work Environment On Employee Performance**

Ocky Sundari, Johnson Dongoran 2020, and Gita Dea 1 have all found Dewi Puspita Sari, Imelda Megawati, and Imam Heriyanto (2020) found that the workplace had a positive but insignificant impact on workers' productivity, while Windya Sara Yulius (2019) found the opposite to be true.

**H<sub>3</sub>:** It is suspected that the work environment positively influences employee performance at PT. MMP (Morowali Mitra Perkasa).

## **METHOD**

This study was carried out using quantitative approaches and various testing tools, such as validity, reliability, and hypothesis testing. Participants in this study were employees of PT MMP (Morowali Mitra Perkasa), with 530 employees participating. Determining the sample for this study used a "Probability Sampling" design using the "Simple Random Sampling" method using the Slovin formula calculation. After using calculations using the Slovin formula, it was found that the number of samples considered representative of the population was 84 respondents. In this research, the Cornbach Alpha formula was used with the help of smart PLS software. According to Ghazali (2018), reliability is a tool for measuring a questionnaire that indicates the variable or construct to be studied. A questionnaire is said to be reliable or reliable if a person's answers to statements are consistent or stable over time and there is no change. 36 Questionnaire items are said to be reliable (feasible) if Cronbach's alpha > 0.7 and are said to be unreliable (feasible) if Cronbach's alpha < 0.7.

## **RESEARCH RESULTS AND DISCUSSION**

From the results of indicator validity, which is measured by looking at the Factor Loading Value of the variable to the indicator, it is said that the validity is sufficient if it is more significant than 0.5.

The T-Statistic value exceeds 1.96 (Z value at  $\alpha = 0.05$ ). Factor loading refers to the correlation between an indicator and a variable. If the factor loading is less than 0.5, it is deemed that the validity of the indicator has not been established. Similarly, if the T-Statistic value is less than 1.96, it indicates that the significance of the relationship has not been established.

Based on the outer loading results processed by the author, all reflective indicators on the variables Organizational Commitment, Work Discipline, and Work Environment, as well as the Employee Performance variable, show factor loading (original sample) greater than 0.50 and significant (T-Statistic value more than Z value  $\alpha = 0.05$  (5%) = 1.96, thus the estimation results for all indicators have met Convergent Validity or good validity.

### ***Discriminant Validity***

The following measurement model is the Average Variance Extracted (AVE) value, which is the value that indicates the magnitude of the indicator variance that is contained by the latent variable. Convergent AVE value greater than 0.50 indicates good validity for the latent variable. Reflective indicator variables can be seen from the Average Variance Extracted (AVE) value for each construct (variable). A good model is required if the AVE value of each construct is more significant than 0.50.

The AVE test results for the Organizational Commitment variable ( $X_1$ ) are 0.620942, the Work Discipline variable ( $X_2$ ) is 0.637671, the Work Environment variable ( $X_3$ ) is 0.606825, and Employee Performance (Y) is 0.622710, the four variables This shows that the Average Variance Extracted (AVE) value is above the cut-off of 0.5, so it can be said that overall the variables in this study have good validity.

The composite reliability value measures construct reliability. A reliable construct, if the composite reliability value is above 0.70, the indicator is said to be consistent in measuring the latent variable.

The composite reliability test results on the Organizational Commitment variable ( $X_1$ ) amounted to 0.830541, the Work Discipline variable ( $X_2$ ) amounted to 0.874876, the Work Environment variable ( $X_3$ ) amounted to 0.860515, and The Employee Performance variable (Y) amounted to 0.831708, these four variables shows a composite reliability value above 0.70, so It can be said that overall the variables in this study are reliable.

### **Partial Least Square (PLS) Model Analysis**

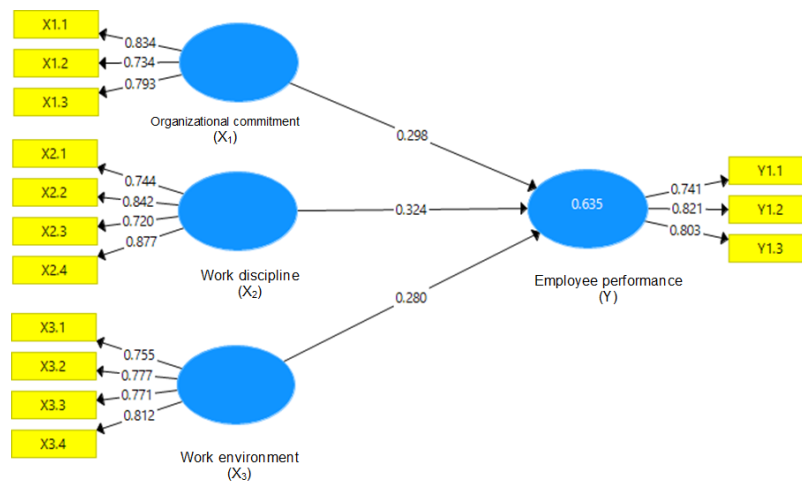


Figure 1 Outer Model

Source: data processing, smart PLS output

From the PLS output image displayed above, you can observe the magnitude of the factor loading value for each indicator, which is situated above the arrow that connects the variables and the indicators. Additionally, you can observe the magnitude of the path coefficients, which are situated above the arrow line that connects the exogenous and endogenous variables. You can also see the size of the R-Square, which is right within the circle of the endogenous variable (The Employee Performance variable). It is in addition to the already mentioned information.

### Structural Model Testing (Inner Model)

$R^2$  value = 0.635190. It can be interpreted that the model can explain the phenomenon of Employee Performance, which is influenced by independent variables, including Job Training and Work Discipline, with a variance of 63.51%. Meanwhile, the remaining 36.49% is explained by other variables outside this research (apart from Organizational Commitment, Work Discipline, and Work Environment).

### Hypothesis Test

Table 1. Path Coefficients (Mean, STDEV, T-VALUES)

	Original Sample (O)	Samples Mean (M)	Standard Deviation	T Statistics ( O/STERR )	P Values
<b>Work Discipline (X<sub>2</sub>) -&gt; Performance Employees (Y)</b>	0.324030	0.325353	0.119884	2.702867	0.007
<b>Organizational Commitment (X<sub>1</sub>) -&gt; Employee Performance (Y)</b>	0.297508	0.292275	0.116347	2.557070	0.011

<b>Work Environment (X<sub>3</sub>) -&gt; Employee Performance (Y)</b>	0.279776	0.287159	0.102775	2.722230	0.007
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Source: Data processing, 2023

From the table above, it can be concluded that the hypothesis states:

- H<sub>1</sub>.** Organizational Commitment (X<sub>1</sub>) has a positive effect on employee performance (Y) **acceptable**, with path coefficients of 0.297508 and a T-statistic value of 2.557070 greater than the Z value  $\alpha = 0.05$  (5%) = 1.96, then it is **significant (Positive)**.
- H<sub>2</sub>.** Work Discipline (X<sub>2</sub>) has a positive effect on employee performance (Y), which is acceptable, with path coefficients of 0.324030 and a T-statistic value of 2.702867 which is greater than the Z value  $\alpha = 0.05$  (5%) = 1.96, then it is **significant (Positive)**.
- H<sub>3</sub>.** The work environment (X<sub>3</sub>) has a positive effect on employee performance (Y), which is acceptable, with path coefficients of 0.279776 and a T-statistic value of 2.722230 which is greater than the Z value  $\alpha = 0.05$  (5%) = 1.96, then it is **significant (Positive)**.

### **The Influence Of Organizational Commitment On Employee Performance**

Based on the results obtained in this research, it is by the proposed hypothesis that Organizational Commitment (X<sub>1</sub>) has a significant positive effect on Employee Performance (Y) of PT.MMP (Morowali Mitra Perkasa), which is acceptable. This research aligns with Mohamad Tambrin et al. (2018) with the influence of Organizational Commitment on the Performance of UPT Crew KA Surabaya DAOP VIII Employees through motivation as an intervening variable. The results of the research are that organizational commitment has a positive effect.

### **the influence of work discipline on employee performance**

Based on the results obtained in this research, the proposed hypothesis is that Work Discipline (X<sub>2</sub>) has a significant positive effect on Employee Performance (Y) of PT.MMP (Morowali Mitra Perkasa), which is acceptable. This research aligns with Qamaruddin, Risal, and Sudarman (2021), who conducted this research entitled Motivation and Organizational Commitment towards Work Discipline of State Civil Service Employees (ASN). We are employing a quantitative approach to the analysis. About the work discipline of employees at the Tourism Service and the Manpower Service, the findings of the research indicate that motivation and organizational commitment have a significant influence, both partially and simultaneously.

### **The Influence Of Work Discipline On Employee Performance**

The findings of this study align with the proposed hypothesis, indicating that Work Discipline (X<sub>2</sub>) has a statistically significant and positive impact on Employee Performance (Y) at PT.MMP (Morowali Mitra Perkasa). This outcome is deemed satisfactory. The research conducted by

Tangkawarouw, Lengkong, and Lumintang (2019) is titled "The Influence of Work Environment and Work Ability on Employee Performance of Pt. Surya Wenang Indah". The methodology employed for analysis is quantitative. The research results show that the Work Environment Work Ability variables obtained an F value and a significance value, which means that the Work Environment Work Ability variables simultaneously positively influence employee performance variables at PT. Surya Wenang Indah.

## CONCLUSION

Based on the test results using PLS analysis to test Organizational Commitment, Work Discipline, and Work Environment on PT.MMP (Morowali et al.) Employee Performance can be concluded as follows:

1. Organizational commitment can contribute to the performance of PT.MMP (Morowali Mitra Perkasa) employees.
2. Work discipline can contribute to the performance of PT.MMP (Morowali Mitra Perkasa) employees.
3. The work environment can contribute to the performance of PT.MMP (Morowali Mitra Perkasa) employees.

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