

The Influence of Motivation, Discipline and Work Environment on the Performance of the Inspectorate of Government Internal Supervisory Apparatus Bekasi District

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Abstract:- The purpose of this study was to analyze the influence of motivation, discipline and working environment on the performance of the Inspectorate of Government Internal Supervisory Apparatus Bekasi. The research problem refers to the phenomenon of achievement data based on the average completion examination report in 2015-2018 in Bekasi District Inspectorate showing still away attainment of the completion of examination reports in accordance with a predetermined time. This study has been formulated four hypothesis. Collecting data method in this study using a sample that is saturated throughout populasi in Bekasi District Inspectorate as many as 67 people. Data were collected through questionnaires. Data were analyzed using linear regression. The results of this study revealed that the motivation, discipline and the work environment has a positive and significant impact on the performance of the Inspectorate of Government Internal Supervisory Apparatus Bekasi District.

Keywords:- Motivation, Discipline, Work Environment and Performance of the Inspectorate of Government Internal Supervisory Apparatus Bekasi District.

I. INTRODUCTION

The development of bureaucracy reform and demanded the government to hold a clean government, fair and transparent. These demands should be the government's attention in efforts to achieve good governance practices. In terms of answering the demands of the local government were clean, fair and transparent, so it needed the optimal control of internal government watchdog namely as the Regional Inspectorate of Government Internal Supervisory Apparatus.

Government Internal Supervisory Apparatus required to complete the Audit Reports on a timely basis, because it requires the commitment for Government Internal Supervisory Apparatus order to carry out their duties and functions in accordance with the provisions of applicable law.

The results of the author's observation showed that they still lack the Government Internal Supervisory Apparatus achievement in completing the work report of the examination in accordance with the time set by the Inspector Assignment Letter which is 10 days. The data collected throughout 2015-2018 shows that the average achievement of the completion of the examination report for one year to 20 days.

The authors then conducted interviews and surveys with the pre-study of the Inspectorate of Government Internal Supervisory Apparatus Bekasi District and also the Region in the Government of Bekasi as auditee. From pre-study survey of the five (5) factors that affect the performance of the Inspectorate of Government Internal Supervisory Apparatus Bekasi District complete examination report showed that three (3) the more dominant variables are: Motivation, Discipline and Work Environment.

II. LITERATURE REVIEW

A. Motivation

According to Handoko (2012: 250) Motivation is a state in the person of someone who encourages the desire of individuals to undertake certain activities in order to achieve the goal. So motivation from oneself is the driving force that will bring about a behavior in order to achieve the purpose of satisfaction itself.

Meanwhile, according Serdamayanti (2014: 233), motivation is the willingness to expend a high level of effort toward organizational goals is conditioned by the effort's ability to meet individual needs.

From the above understanding can be concluded that that was basically the motivation that arises because of the impulse that drives a person to participate in achieving the goals set by the organization. Encouragement in question can arise both from within the individual itself or through external stimuli such individuals. In an organization, a leader in this case prosecuted play a greater role in providing stimulus and incentive for employees more motivated to produce the expected output and continue to strive more to improve performance.

B. Discipline

According Lateiner in Sutrisno (2016: 87), defines discipline as a growing force in the body of employees and cause employees to adjust to the voluntary decisions, regulations, and high values of work and behavior. In a narrow sense, usually associated with punishment. When in fact penalize an employee is only part of the issue of discipline.

In the Government Regulation of the Republic of Indonesia Number 53 Year 2010 on Discipline of Civil Servants, which meant with discipline is the ability of civil servants to comply with the obligations of civil servants and avoid the prohibition specified in legislation and / or regulatory official who, if not adhered to or violated sentenced disciplined.

Based on the above opinion, the authors conclude that the discipline of employee is an attitude or behavior that indicate compliance, obedience, awareness of a person or a group of employees to abide by all regulations, so expect the work carried out can be run effectively and efficiently for the success of an organization achieve the goals performance.

C. Work Environment

According Tyssen (2011: 58) defined by the space work environment, physical layout, noise, tools, materials, and relationships co-workers and the quality of all of this has an important positive impact on the quality of the work produced. In addition, according to Aditya (2012: 25) the conditions, circumstances, situations and influences that surround and influence the development of the organization.

Another opinion expressed Nitisemito (2006) in Sugiyarti (2012: 75) the working environment is everything that exists around the workers who can influence him in carrying out the tasks assigned.

From the opinion of experts concluded that the working environment is everything that is around employee at work both physical and non-physical form that can affect an employee at work. If the work environment that employees can be safe, comfortable, and if the work environment does not support the employee can not safely and comfortably.

D. Performance

Performance within an organization is one element that can not be separated in an organization, be it public organizations and private organizations. The term comes from the word Job performance or Actual Performance Performance is an actual job performance or achievements attained by someone (Sedarmayanti, 2013: 260).

According August W.Smith (2002) in Suwatno and Donni (2013) states that Performance is output derives from processes, human otherwise, which means the performance is the result of a process that humans do. Meanwhile, according to Gibson (2008) in Nawawi (2013:

213) suggests that an individual's performance is determined by the ability and motivation to carry out the work, and the execution of work is determined by the interaction of ability and motivation.

Based on the above opinion, it can be concluded that the performance is the result of the work produced by an employee in accordance with its responsibilities under the abilities and expertise. The results of work achieved by the employee with full responsibility that the performance improvement will be achieved effectively and efficiently.

E. Previous Research

There are several studies on the factors in the above theoretical overview. A study of Masood Asim (2015) found that motivation significant and positive effect on employee performance. In terms of discipline, and the Holy Puji Rahayu Mohamad Shafi K. (2015) found that the disciplinary effect on employee performance. While in the working environment, Mandey and Lengkong (2015) found that the work environment influence on employee performance.

F. Conceptual Framework

Based on the results of theoretical research and previous studies on the effect of motivation, discipline and working environment on the performance, the authors developed a framework in Figure 1.

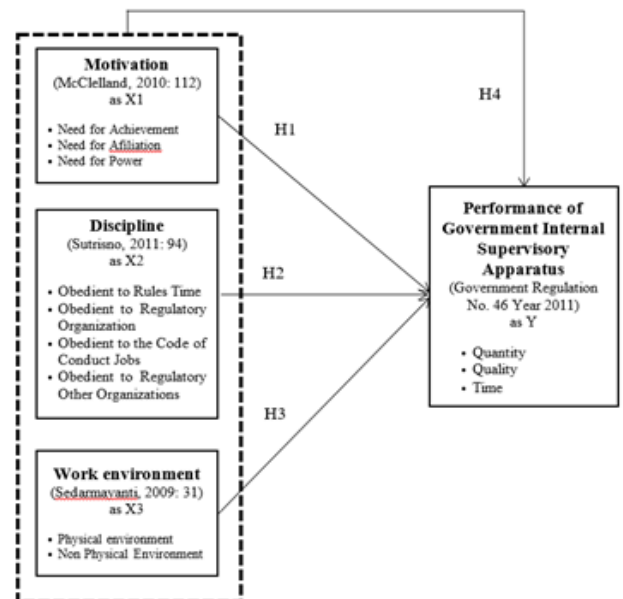


Fig 1:- Conceptual Framework

G. Hypothesis

Based on the conceptual framework, can be prepared the following hypotheses:

- Motivation affects the performance of the Inspectorate of Government Internal Supervisory Apparatus Bekasi District
- Discipline affect the performance of the Inspectorate of Government Internal Supervisory Apparatus Bekasi District

- Work environment affect the performance of the Inspectorate of Government Internal Supervisory Apparatus Bekasi District
- Motivation, Discipline and Working Environment jointly (simultaneously) significantly affects the performance of the Inspectorate of Government Internal Supervisory Apparatus Bekasi District

III. RESEARCH METHODS

A. Population and Sample

Population in this research is 67 people. With a relatively small population size, the authors use a sampling technique saturated with which this technique uses the entire population as a sample.

B. Data Analysis Method

This research uses descriptive method with quantitative approach. Descriptive method used to describe

the phenomenon that occurs in this research and quantitative methods are used to explain the relationship between the study variables. The data analysis technique used to test the hypothesis. Statistical test equipment used is multiple linear regression.

IV. RESULTS AND DISCUSSION

A. Validity Test

The validity of the stated accuracy or timeliness. The higher accuracy of data occurs on the object of research with data reported by researchers, the higher the validity of the data. Item questionnaire considered valid if the value of $r_{count} > r_{table}$. Tests were conducted using Pearson Product Moment Correlation, if $r_{count} > r_{table}$ ($df = n-2 = 67-2 = 65$) = 0.2404 then it means valid. Here are the results of testing the validity of the motivation variable (X1), Discipline (X2), Working Environment (X3), and Performance (Y).

Variables	Number of Questions	The range of values (r count)	Requirement	Desc
Motivation	9	0613 to 0.824	> 0.2404	valid
Discipline	11	0573 to 0.773	> 0.2404	valid
Work Environment	9	0667 to 0.788	> 0.2404	valid
performance	10	0411 to 0.794	> 0.2404	valid

Table 1:- Result of Validity Test

B. Reliability Test

Reliability relates to test the consistency and predictability of a measuring instrument. The test is performed by comparing the Cronbach Alpha where the provisions of Cronbach Alpha value of at least 0.6 or ≥ 0.6 .

If the value resulting from the calculation of SPSS is greater than 0.6 then the questionnaire is reliable, whereas otherwise it is not reliable. Here are the results of a reliability test of the Motivation (X1), Discipline (X2), Working Environment (X3), and Performance (Y).

Variables	Cronbach's Alpha value	Requirement	Desc
Motivation	0781	> 0.6	Reliable
Discipline	0766	> 0.6	Reliable
Work Environment	0777	> 0.6	Reliable
Performance	0758	> 0.6	Reliable

Table 2:- Reliability Test Results Variable

C. Normality Test

Testing the assumption of normality conducted to examine the data of independent variables (X) and the dependent variable (Y) on the resulting regression equation, whether the normal distribution or distribution is not normal. If the data were normally distributed, then the data analysis and hypothesis testing used parametric statistics. Normality test aims to test whether the regression model the dependent variable and independent variables both have a normal distribution or not. A good regression model is to have a normal or nearly normal distribution. The trick is to look at the pictures Normal Probability Plot. It can be said if the data points spread around the diagonal line and follow the direction of the diagonal line (Sugiyono, 2014: 295).

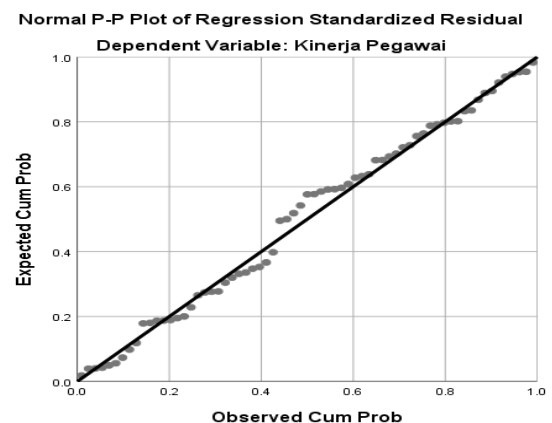


Fig 2:- Result of Normality Test

The normality assumption of normality test results of this study indicate that the data on the histogram graph to follow the normal line and the normal distribution of data on P-plot graph is located around diagonal lines. It can be concluded that the data tested had normal distribution of data.

D. Multicollinearity Test

Test assumptions multicollinearity used to measure the degree of association, the relationship or linear relationship between independent variables. One commonly used test multicollinearity is testing Variance Inflation Factor (VIF), if VIF on variable X <10 then there is no multicollinearity.

Coefficients		
Model	Collinearity Statistics	
	Tolerance	VIF
(Constant)		
Motivation	0349	2,866
Discipline	0:32	3,121
Work environment	0387	2,584
a. Dependent Variable: Performance Government Internal Supervisory Apparatus		

Table 3:- Test Results Multicollinearity

Based on the test results of multicollinearity, VIF value of each variable is less than 10. It can be concluded that the data did not happen multikolinearitas tested.

E. Heteroskedasticity Test

Multiple regression equation needs to be examined whether the same or a variant of observation residuals with each other observations. If the residuals have the same variance, then called homoskedasticity whereas if not the

same variant called occur heteroscedasticity. A good regression equation is if there is no heteroscedasticity. By using Scatter Plot, the results are as follows:

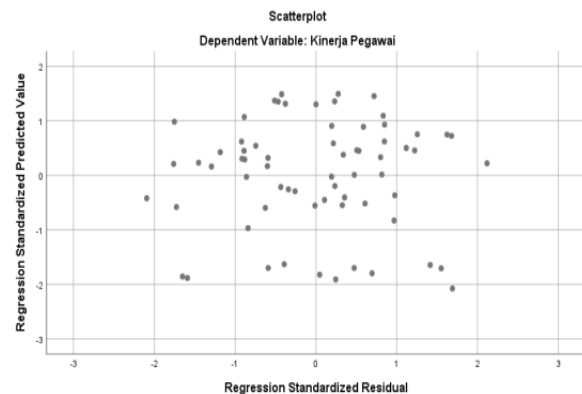


Fig 3:- Result of Heteroskedasticity Test

Based on Figure 3 shown that there is no clear pattern like dots extends above and below the number 0 on the Y axis, so the dots spread randomly, and does not form a specific pattern. It can be concluded that the data is tested free from heteroscedasticity assumption.

F. Multiple Linear Regression Analysis

The use of multiple linear regression for this study using more than one independent variable, such as Motivation (X₁), Discipline (X₂), and the Working Environment (X₃) to determine the effect on the dependent variable is Performance (Y) of the Inspectorate of Government Internal Supervisory Apparatus in Bekasi District Inspectorate. The results of multiple linear regression analysis can be seen in Table 4 below:

Coefficients						
Model	Coefficients unstandardized		Standardized Coefficients	t	Sig.	
	B	Std. Error	beta			
1	(Constant)	1,278	0135		9487	0000
	Motivation	0346	0062	0471	5,609	0000
	Discipline	0263	0071	0324	3,705	0000
	Work Environment	0156	0061	0204	2,566	0013
a. Dependent Variable: Performance of the Inspectorate of Government Internal Supervisory Apparatus Bekasi District						

Table 4:- Result of Analysis of Multiple Linear Regression

Based on the results of multiple linear regression analysis on the results of this study, the regression equation as follows:

$$Y = 1.278 + 0.346 X_1 + 0.263 X_2 + 0,156 X_3;$$

It can be interpreted as follows:

➤ *Constants of a = 1.278.*

Constants in this penellitian amounted to 1,278, which means if all the independent variables have a value of zero (0) then the value of the dependent variable (Y) of 1.278 at konstansta significant positive.

➤ *Motivation variable (X₁)*

The regression coefficient of motivation indicates a positive number of 0.346. Values are positive coefficients indicate a positive effect of motivation on the performance of Government Internal Supervisory Apparatus. This means that any increase in the motivation of the unit then the performance will go up amounted to 0.346 units with the assumption that the other independent variables from the regression model is fixed.

➤ *Discipline variable (X2)*

The regression coefficient indicates the number of positive discipline by 0.263. Values are positive coefficients indicate a positive influence between disciplines on the performance of Government Internal Supervisory Apparatus. This means that any increase in discipline, one unit then the performance will increase by 0.263 units on the assumption that the other independent variables from the regression model is fixed.

➤ *Work Environment Variables (X3)*

The regression coefficient showed a positive figure of 0,156. Values are positive coefficients indicate a positive influence between disciplines on the performance of Government Internal Supervisory Apparatus. This means that any increase in the working environment of the unit performance will be increased by 0,156 units, assuming that the other independent variables from the regression model is fixed.

Based on the equation obtained in motivational variables, variables discipline and work environment variables can be concluded that these three variables affect positive and significant impact on the performance of the Inspectorate of Government Internal Supervisory Apparatus Bekasi District.

G. *The Coefficient of Determination (R²)*

The coefficient of determination (R²) essentially measures how far the model's ability to explain variations in the dependent variable. Coefficient of determination is between 0 and 1. The value of the small R² means the ability of independent variables in explaining the variation is very limited dependent variables. A value close to 1 independent variables provide almost all the information needed to predict the variation of the dependent variable.

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.919a	.0845	.0838	.0282
a. Predictors: (Constant), Work Environment, Motivation, Discipline				
b. Dependent Variable: Performance Government Internal Supervisory Apparatus				

Table 5:- Result of Test of Coefficient of Determination R-Square

Based on the coefficient of determination R-square, known value *adjusted* R Square = 0.838. It shows that 83.8% Performance Officer (Y) is affected by the variable motivation (X1), Discipline variable (X2), and the Working Environment variable (X3) while the rest (100% - 83.8%) 16.2 % performance Officer (Y) is influenced by other factors outside of the study.

H. *F-Test*

To test the variables of motivation, discipline and working environment together (simultaneously) on the dependent variable, namely variable performance, then use the F-test is a test for the simultaneous effect of independent variables on the dependent variable. Tests using a significance level of 0.05. Simultaneous regression test (F-Test) can be formulated as follows:

- If Sig. <0.05 then H0 is rejected and Ha accepted (significant)
- If Sig. > 0.05 then H0 is accepted and Ha is rejected (not significant)

Based on the test results are known values F, F = 114.698 > F table (3, 63) = 2.75, and the Sig. = 0.000 Thus H0 is rejected and Ha accepted, which means that the Motivation variable (X1), Discipline variable (X2), and the Working Environment variable (X3) jointly significant effect on Performance variable (Y).

I. *T-Test*

T-Test performed as hypothesis testing fordetermine the effect of each individual independent variable on the dependent variable. According Priyatno (2008: 83), to calculate the t-tables use the terms df = (nk) = 67-4 = 63, t-table with df = 63, and α = 0.05 is 1.998 at the level of significant (α) of 5% (5% error rate or 0.05), or a confidence level of 95% or 0.95, so if the error rate of a variable over 5% means that the variable was not significant. How decisions are:

- If the probability / significant > 0.05 or t < t table, Ha rejected.
- If the probability / significant <0.05 or t > t table, Ha accepted.

T-test results suggests that the relationship between motivation (X1) with performance (Y) is significant by t-test amounted to 5.609 (t count > t table (df = 63) = 1.998) and the Sig. = 0.000. Value is a positive coefficient that is equal to 0.346 which indicates that the direction of the relationship between motivation (X1) with Performance (Y) is positive. Thus the hypothesis H1 in this study which states that "Motivation (X1) effect on performance (Y) of the Inspectorate of Government Internal Supervisory Apparatus Bekasi District" be accepted.

T-test results suggests that the relationship between Discipline (X2) with Performance (Y) is significant by t-test amounted to 3.705 (t count > t table = 1.998) and the Sig. = 0.000. Value is a positive coefficient that is equal to 0.263 which indicates that the direction of the relationship between Discipline (X2) with Performance (Y) is positive. Thus the hypothesis H2 in this study which states that "Discipline (X2) effect on performance (Y) of the Inspectorate of Government Internal Supervisory Apparatus Bekasi District" be accepted.

T-test results suggests that the relationship between Working Environment (X3) on Performance (Y) is significant by t-test amounted to 2.566 (t count> t table = 1.998) and the Sig. = 0.013. Value is a positive coefficient that is equal to 0,156 which shows that the direction of the relationship between Working Environment (X3) with Performance (Y) is positive, Thus the hypothesis H3 in this study which states that "Working Environment (X3) effect on performance (Y) of the Inspectorate of Government Internal Supervisory Apparatus Bekasi District" be accepted.

J. Inter-Dimensional Correlation Matrix

This analysis is used to measure the relationship between Motivation, Discipline, and the Working Environment on the Performance of Government Internal Supervisory Apparatus. The results of the correlation matrix between dimensions can be seen in Table 6.

Based on Table 6 shows that the correlation is very strong between the dimensions in Motivation (X1) to

Performance (Y) is between the Need for Achievement dimension (X1.1) with a Quality dimation (Y.2) is 0.868. While the correlation between the dimensions of the existing Medium in Motivation (X1) to Performance (Y) is between Need for affiliation dimension (X1.2) with Time dimension (Y.3) is 0.557.

Based on Table 6 shows that the strong correlation between the dimensions in the variable Discipline (X2) to Performance (Y) is the dimension of the Obedient to the Code of Conduct Jobs (X2.3) with Quality dimension (Y.2) is 0.748. While the correlation between the dimensions of the existing Medium in Discipline (X2) to Performance (Y) is between Obedient to Regulatory Other Organizations dimension (X2.4) with Quantity dimension (Y.1) is 0.437.

Based on Table 6 shows that the strong correlation between the value in the variable dimension Working Environment (X3) to Performance (Y) is between Environment Non Physical dimension (X3.2) with Quantity dimation (Y.1) is 0.684.

correlations					
Variables	Dimension		Performance (Y)		
			Y.1 Quantity	Y.2 Quality	Y.3 time
Motivation (X1)	X1.1 Need for Achievement	Pearson Correlation	.647 **	.868 **	.601 **
	X1.2 Need for Affiliation	Pearson Correlation	.667 **	.743 **	.557 **
	X1.3 Need for Power	Pearson Correlation	.682 **	.726 **	.582 **
Discipline (X2)	X2.1 Obedient to Rules Time	Pearson Correlation	.563 **	.699 **	.636 **
	X2.2 Obedient to Regulatory Organization	Pearson Correlation	.541 **	.629 **	.597 **
	X2.3 Obedient to the Code of Conduct Jobs	Pearson Correlation	.575 **	.748 **	.511 **
	X2.4 Obedient to Regulatory Other Organizations	Pearson Correlation	.437 **	.653 **	.520 **
Working Environment (X3)	X3.1 Physical Environment	Pearson Correlation	.387 **	.582 **	.626 **
	X3.2 Non Physical Environment	Pearson Correlation	.684 **	.668 **	.487 **
N			67	67	67
**. Correlation is significant at the 0:01 level (2-tailed).					

Table 6:- Results of Correlation between Dimensions

K. Discussion

Based on the results in the form of instrument test validity and reliability test showed that the data obtained from the respondents is valid and reliable, so as to meet the requirements to be analysed. Furthermore, the test results also show that the assumptions of classical research model regression requirements are met in the presence of normal distributed data, there are no symptoms and no multikoliniearitas heterokedastisitas symptoms.

Results of research on the correlation between the dimension table shows the dimensions of need for achievement have a very strong correlation to quality performance. With the recognition of the performance of which has been given Inspectorate Internal Supervisory Apparatus Bekasi then aligned with the quality of performance that will be presented to the organization itself. The lack of appreciation for the achievements that have been made Inspectorate of Government Internal Supervisory

Apparatus Bekasi District it will affect the quality of the performance to be given by the organization. But agencies need to consider the other dimensions, especially the dimensions that have a correlation being that Need for Affiliation on the Performance of Time. The impetus to establish social relations in the work environment, especially socializing with fellow Government Internal Supervisory Apparatus unprofitable to give each other motivation in creating a performance that utilizes the right time to produce the results expected by the agency work. Affiliate relationship built has not yet been provided the impetus for creating performance to produce results that correspond to the specified target date.

Results of research on the correlation between the dimension table shows the dimensions of the Code of Conduct Obey Works has a strong correlation to the quality of performance. This suggests that adherence to the behavioral dimension of work will affect the results of the performance quality of the work itself. The importance of a clear division of tasks as a form of responsibility of each Inspectorate of Government Internal Supervisory Apparatus Bekasi District in producing quality performance to be delivered. Without clarity on the division of tasks, but given the quality of performance that will be given will affect the achievement of organizational goals. Government Internal Supervisory Apparatus will be encouraged to provide quality work if supported by the rules governing what things should be done by the Government Internal Supervisory Apparatus in the work. But agencies need to consider the other dimensions, especially the dimensions that have a correlation being the dimensions Obey Regulatory Other Organizations to the achievement of performance targets Internal Supervisory Apparatus quantity Inspectorate Bekasi. The correlation indicates that the Government Internal Supervisory Apparatus attention to compliance with the rules of other organizations did not make a reference for Government Internal Supervisory Apparatus to provide berkuantitas performance.

Results of research on the correlation between the dimension tables show a strong dimension is Environmental Performance Non-Physical to quantity. This shows that non-physical working environment that consists rules and procedures, communication, interpersonal relations, quality of supervision, informal groups and work fatigue are necessary to improve performance. But agencies need to consider the other dimensions, especially the dimensions have a weak correlation ie the physical environment. Weak physical environment will affect the acquisition quantity examination report given by the Internal Supervisory Apparatus Bekasi District Inspectorate. The existing physical environment still give a weak influence on the result of the quantity of labor Inspectorate Internal Supervisory Apparatus Bekasi. Facilities good supporting facilities and infrastructure facilities in Bekasi District Inspectorate environment still needs to be a concern for the agency in order to give impetus to the Internal Supervisory Apparatus Bekasi District Inspectorate to provide the quantity of performance expected by the organization.

Hypothesis testing results show that there are positive results and significant correlation between motivation, discipline and working environment on the performance of the internal control official Bekasi district government. These results with previous studies conducted by:

- Heny Sidanti (2015) tentang Pengaruh Lingkungan Kerja, Disiplin Kerja dan Motivasi Kerja Terhadap Kinerja Pegawai Negeri Sipil Di Sekretariat DPRD Kabupaten Madiun
- Reisza Vallewey Dantes (2018) tentang Pengaruh Kepemimpinan, Motivasi Kerja dan Lingkungan Kerja terhadap Kinerja Individu pada PT XYZ
- Richard Christian Turang, Paulus Kindangen, and Johan Tumiwa (2015) Influence Of Leadership Style, Motivation, and Work Discipline On Employee Performance In PT. Dayana Cipta.
- Setyo Riyanto (2018) Influence of Competence and Work Discipline Towards The Performance of Deputy of Reconstruction and Rehabilitation Board in BNPB Jakarta
- Setyo Riyanto (2017) The Impact of Working Motivation and Working Environment on Employees Performance in Indonesia Stock Exchange
- Shahzadi, Javed Pirzada, Nasreen (2014) Impact of Employee Motivation on Employee Performance

V. CONCLUSION AND SUGGESTION

A. Conclusion

The conclusion that can be drawn based on the discussion of the analysis of data through the verification of the hypothesis established in this study are:

- There is influence of motivation on performance Government Internal Supervisory Apparatus Bekasi District Inspectorate in completing the examination report.
- There is influence between the Discipline of the performance of the Inspectorate of Government Internal Supervisory Apparatus Bekasi district to complete the report of examination results.
- There is influence between the Working Environment on the performance of the Inspectorate of Government Internal Supervisory Apparatus Bekasi district to complete the report of examination results.
- Together motivation, discipline and the work environment has an influence on the performance of the Inspectorate of Government Internal Supervisory Apparatus Bekasi district to complete the report of examination results.

B. Suggestion

Suggestions can be delivered based on the analysis that has been conducted in accordance with the results of the study that is :

- Due motivations have an influence on performance Government Internal Supervisory Apparatus Bekasi District Inspectorate, the organization needs to do:

- Training / motivational and self-development seminars on a regular basis.
 - Training activities / courses / workshops / technical guidance in both the internal and external environment of the organization.
 - The importance of the leadership role by providing encouragement to maximize the ability and knowledge in accordance with the target set by the organization.
 - *Team building*,
 - Giving an award of interest to the Inspectorate of Government Internal Supervisory Apparatus Bekasi who excel in the achievement of a performance given for the organization.
- Due to the discipline have an influence on performance Government Internal Supervisory Apparatus Bekasi District Inspectorate, the organization needs to do:
- Preparation of Standard Operation Procedure (SOP) clear
 - Communicate any pelaksanaan implementation tasks to the entire Inspectorate of Government Internal Supervisory Apparatus Bekasi
 - Socialization and guidance to any rules applicable in the organization on a regular basis.
 - Leaders need to act decisively in reprimanding any breaches resulting on rules of behavior on the job.
 - Creating internal regulations within the Inspectorate Bekasi
 - Leaders make rules tengganng time to the target reporting (code of conduct) for the work to be delivered Inspectorate of Government Internal Supervisory Apparatus Bekasi
- Due to the work environment has an influence on performance Government Internal Supervisory Apparatus Bekasi District Inspectorate, the organization needs to do:
- Conduct regular briefings on a regular basis to communicate the work procedures and targets to be achieved by the organization.
 - Establish an atmosphere of familial work environment like to help each other, work together, and mutual help.
 - Performing routine maintenance on a regular basis in accordance with the specified time.
 - Increase the effective working methods by utilizing modern technology in the workplace
- To improve performance Government Internal Supervisory Apparatus Bekasi District Inspectorate through motivation, discipline and working environment in the neighborhood of Bekasi District Inspectorate, can be done by:
- Periodic evaluation of the performance results Audit Reports
 - Control of the head of the institution on the performance of work Inspectorate of Government Internal Supervisory Apparatus Bekasi,

C. For Further Research

Expectations from the authors for the next research is to perform more extensive research and in-depth to the improved performance of the Inspectorate of Government Internal Supervisory Apparatus Bekasi District of other variables that have not been examined by the author. This is because the other variables are unknown simultaneously, which indicates another significant factor in influencing the performance of the Inspectorate of Government Internal Supervisory Apparatus Bekasi District. The variables that are recommended for further study are:

- Effectiveness of Human Resources
- Competence
- Leadership

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