Sibatik Journal
Jurnal Ilmiah Bidang Sosial, Ekonomi, Budaya, Teknologi, dan Pendidikan
E-ISSN: 2809-8544

THE INFLUENCE OF WORK ENVIRONMENT AND WORK DISCIPLINE ON WORK ACHIEVEMENT WITH EMPLOYEE POSITION PROMOTION AS AN INTERVENING VARIABLE AT THE AIRPORT AUTHORITY OFFICE REGION II MEDAN

Rangga Prasetyo[1], Kiki Farida Ferine[2], Toyib Daulay[3]
Universitas Pembangunan Pancabudi
Email: egariusb@gmail.com[1], srirahayu@dosen.pancabudi.ac.id[2], wilchan_robain@dosen.pancabudi.ac.id[3]

Abstract

The purpose of this study was to see the effect of the work environment and work discipline on work performance with promotion as an intervening variable. Medan Region II Airport. The research population consisted of 96 employees and all populations were sampled and the sample technique used was saturated samples. The research model used was Path analysis and the research calculation tool used Smart PLS 3.3.3. Data collection techniques used were questionnaires and surveys. Based on the results of the research that has been done and the data analysis as explained in the previous chapter, the following conclusions are conveyed from the results of the research as follows: Work Discipline has a positive and significant effect on Work Performance. Work Discipline has a positive and insignificant effect on Promotion. The work environment has a positive and insignificant effect on work performance. The work environment has a positive and significant effect on promotion. Promotion has no significant negative effect on work performance. Work Discipline has an indirect effect on work performance through insignificant negative promotion. The work environment has an indirect effect on work performance through insignificant negative promotion.

Keywords: *Work Environment, Work Discipline, Job Achievement, Promotion*

INTRODUCTION

Human resources are the backbone of organizational life, the success of the organization as a whole is very dependent on human resources to achieve organizational goals. Therefore, companies/agencies must have employees who have high discipline, ability, have a lot of experience and achievements. In addition, human resources also have knowledge, skills, work and many potentials. However advanced technology, the development of information without the presence of human resources, the goal will not be achieved. According to Hasibuan (2012: 10) states human resource management is the science and art of managing relationships and the role of the workforce so that it is effective and efficient, helping to realize company, employee and community goals.

Besides that, with the development of technology and education accompanied by increasing economic growth, actors working in the economic, cultural and other fields can influence organizational goals to be achieved in the future. One of the efforts that must be made in facing external challenges is by preparing competent and qualified human resources. The importance of human resources in an organization requires monitoring of employee performance and provision of supporting facilities to improve human resource work performance.

Work performance is the result that has been achieved by employees according to the standards that apply to the work that has been completed, so the work performance of employees needs to be evaluated and paid attention to. Employees can be said to be

Rangga Prasetyo[1], Kiki Farida Ferine[2], Toyib Daulay[3]
DOI: https://doi.org/10.54443/sibatik.v2i8.1218

outstanding if the services provided are maximized and there are no complaints from the public about the services that have been provided. Work performance can also be said to be the result of the work achieved by employees in carrying out the tasks assigned to them very seriously to produce even better performance. In addition to knowing employee performance, the manager must conduct a work evaluation every year. Work discipline is something that influences the level of work performance of an individual in a company (Rivai, 2014). In addition, work discipline can be said to be the most important thing in an organization, because the success of an organization can be measured by how much discipline its employees have. Employees must also obey and submit to the norms that apply to the organization because the better the discipline of employees, the higher the work performance they can achieve.

A comfortable work environment can increase the influence of employee performance so that in carrying out their duties they can be carried out optimally, healthy, safe and their comfort is maintained. The work environment is one of the main factors that determines employees to work optimally, with a comfortable, safe and calm work environment that can improve employee performance in achieving goals.

If the work environment is less attractive and unsatisfactory, this condition can reduce employee work productivity, and vice versa if the work environment is conducive, it can increase work productivity. The work environment greatly influences employee performance, a pleasant work environment will realize the achievement of planned organizational goals and objectives.

Promotion of positions provides an important role for every employee and even becomes a dream that is always expected by employees, because this promotion means trust and recognition regarding the abilities and skills of the employee concerned and recognition of the abilities and skills of the employee concerned to hold a higher position. The promotion program should provide clear information on what is used as the basis for consideration for promoting an employee in the company. This is important so that employees can know and fight for their fate. Companies need to evaluate work performance because it relates to giving higher responsibility and authority to employees and getting people to the right place. So there is a close relationship between successful humans and personal discipline. Based on the background above, the researcher is interested in conducting research with the title: The Influence of the Work Environment and Work Discipline on Job Performance with Promotion of Employee Positions as Intervening Variables at the Medan Region II Airport Authority Office.

LITERATURE REVIEW

Work performance

Work performance is the result of an employee's work during a certain period compared to various possibilities, for example standards, targets/targets or criteria that have been determined in advance and mutually agreed upon. An understanding of the meaning of work performance can be defined by several experts, According to Mangkunegara (2014):

Rangga Prasetyo[1], Kiki Farida Ferine[2], Toyib Daulay[3]
DOI: https://doi.org/10.54443/sibatik.v2i8.1218

work is the result of work in quality and quantity, which is achieved by an employee in carrying out his duties, in accordance with the responsibilities given to him. The definition of work performance according to Sutrisno (2016) is to interpret achievement as a person's skill level in the tasks that include his work.

Work Performance Indicators

Performance indicators according to Sutrisno (2016), are as follows:

a. Work result

The level of quantity and quality that has been produced and the extent to which supervision is carried out.

b. Job Knowledge.

The level of knowledge related to work assignments will directly affect the quantity and quality of work results.

c. initiative

The level of initiative while carrying out work assignments, especially in terms of handling problems that arise.

d. Mental Dexterity

The level of ability and dexterity in receiving work instructions and completing work methods and existing work situations

e. Attitude

The level of work enthusiasm and positive attitude in carrying out work tasks. Discipline Time and Absence Level of punctuality and level of attendance.

Work environment

According to Siagian (2014) the work environment is an environment where employees carry out their daily work. According to Sedarmayati (2015), the definition of the work environment is as follows: "The work environment is the whole of the tools and materials encountered, the surrounding environment in which a person works, his work methods, and work arrangements both as individuals and as a group. Human life is inseparable from the various circumstances of the surrounding environment, between humans and the environment there is a very close relationship.

Work Environment Indicators

According to Sedarmayanti (2015) the indicators of the work environment are as follows:

1. Lighting / light in the workplace. Light or lighting is very beneficial for employees to get safety and smooth work,
2. Air circulation at work Oxygen is a gas needed by living things to maintain life, namely for metabolic processes.
3. Noise in the workplace One of the pollutions that is quite busy for experts to deal with is noise, which is sound that is not wanted by the ear.

Rangga Prasetyo[1], Kiki Farida Ferine[2], Toyib Daulay[3]
DOI: https://doi.org/10.54443/sibatik.v2i8.1218

4. Unpleasant smell at work the presence of odors around the workplace can be considered as pollution, because it can interfere with concentration at work, and odors that occur continuously.

Work Discipline

Regarding the discipline itself, experts have various meanings, Hasibuan (in Kurniawan 2016), states that discipline is the psychological attitude of a person or group of people who always want to follow/obey all the rules that have been set. According to Sutrisno (2016) says that discipline is an attitude of willingness and willingness of a person to obey and comply with the norms of regulations that apply around him. According to Sastrohadiwiryo (in Ferine 2019) Work discipline can be defined as an attitude of respect, respect, obedience and obedience to applicable regulations, both written and unwritten and able to carry them out and not shy away from accepting sanctions if he violates the duties and authority given to him.

Work Discipline Indicator

According to Sutrisno (2016) indicators of work discipline are as follows:

a. Obey the rules of time, judging by the hours of going to work, going home from work, and taking breaks on time in accordance with the rules that apply in the company.
b. Comply with company rules Basic rules about how to dress and behave in work.
c. Comply with the rules of conduct at work Demonstrated by ways of doing jobs in accordance with duties, positions and responsibilities as well as how to relate to other work units.
d. Comply with other regulations in the company Rules about what is allowed and what is not allowed to be done by employees in the company.

Job Promotion

According to Hasibuan (2016) promotion is a move that increases the authority and responsibility of employees to a higher position within an organization so that their obligations, rights, status and income are greater. The term promotion means progress, where a promotion can occur when an employee is promoted from a low position to a higher position. Increases in salary and responsibilities usually accompany promotions.

Position Promotion Indicator

According to Hasibuan (2016) indicators for promotion are as follows:

a. Honesty Employees must be honest, especially with themselves, their subordinates, the agreement in carrying out or managing the position, must match their words with their deeds.
b. Discipline Employees must be disciplined in themselves, their duties, and comply with applicable regulations, both written and customary.

Rangga Prasetyo[1], Kiki Farida Ferine[2], Toyib Daulay[3]
DOI: https://doi.org/10.54443/sibatik.v2i8.1218

c. Work Performance Employees are able to achieve work results that can be accounted for both quality and quantity and work effectively and efficiently.
d. Collaboration Employees can work together in harmony with fellow employees, both horizontally and vertically in achieving company goals.
e. Skills Employees are competent, creative, and innovative in completing the tasks in the position properly.
f. Loyalty Employees must be loyal in defending the company or corps from actions that harm the company or corps.
g. Leadership He must be able to foster and motivate his subordinates to cooperate and work effectively in achieving company goals.
h. Communicative. The employee can communicate effectively and is able to receive or perceive information from superiors and subordinates properly, so that miscommunication does not occur.
i. Education. Employees must have a diploma from formal education in accordance with the specifications of the position.

METHOD

According to (Sugiyono 2017) quantitative research is used to examine populations or samples, sampling techniques are generally carried out randomly, data collection uses research instruments, quantitative or statistical data analysis with the aim of testing established hypotheses. The research location was carried out at the Medan Region II Airport Authority Office.

According to Sugiyono (2017) population is a generalized area consisting of objects or subjects that have certain qualities and characteristics set by researchers to study and then draw conclusions. The population in this study was 96 employees consisting of 2 fields, namely fieldsairport services and operations and the field of air transport security and airworthiness. The sampling technique is a saturated sample, namely 96 employees.

The data source used is primary data and its collection uses a questionnaire. The regression equation is:

$$Z = a + b1X1 + b2X2 + e$$
$$Y = a + b3X1 + b4X2 + b5Z + e$$

Where:
Y = Work Performance
Z = Promotion of Position
X1 = Work Environment
X2 = Work Discipline
b1 = Work Environment coefficient
b2 = Coefficient of Work Discipline
b3 = work environment coefficient

Rangga Prasetyo[1], Kiki Farida Ferine[2], Toyib Daulay[3]
DOI: https://doi.org/10.54443/sibatik.v2i8.1218

b4 = Coefficient of Work Discipline
b5 = coefficient of Job Promotion
a = constant

Data analysis technique

Data analysis in this study used Partial Least Square (PLS) based Structural Equation Modeling (SEM) using SmartPLS 3.3.3 software. PLS is a method of solving Structural Equation Modeling (SEM) which has advantages over other SEM techniques. SEM has a higher degree of flexibility in research that links theory and data and is capable of carrying out path analysis with latent variables, so it is often used by researchers who focus on social sciences. PLS is a component- or variant-based structural equation model (SEM).

Measurement Model (Outer Model)

The procedure for testing the measurement model consists of a validity test and a reliability test.

1. Validity Test

The validity test is used to assess whether or not a questionnaire is valid. A questionnaire is said to be valid if the questionnaire questions are able to reveal something that is measured by the questionnaire. Validity testing is applied to all question items in each variable. There are several stages of testing that will be carried out, namely through convergent validity and discriminant validity tests.

a. Convergent Validity

At this stage, it will be seen how big the correlation is between the indicators and their latent constructs. So that it produces a loading factor value. The loading factor value is said to be high if the component or indicator correlates more than 0.70 with the construct you want to measure. However, for research at the early stages of development, a loading factor of 0.5 to 0.6 is considered sufficient (Ghozali, 2014). In addition, at this stage it is seen how much value each variable has. So that it produces an AVE (Average Variance Extracted) value. The AVE value is said to be high if it has a value of more than 0.5. If there is an AVE value of less than 0.5, then there is still an invalid indicator. (Ghozali, 2014).

b. Discriminant Validity

This validity test explains whether the two variables are sufficiently different from one another. The discriminant validity test can be fulfilled if the correlation value of the variable to the variable itself is greater than the correlation value of all other variables. This value is called Fornell Lacker. Besides that, another way to fulfill the discriminant validity test can be seen in the cross-loading value (how much is the correlation value between indicators that measure variables). The cross-loading value is acceptable if the cross-loading value of each variable statement item to the variable itself is greater than the correlation value of the statement item to other variables (Ghozali, 2012).

Rangga Prasetyo[1], Kiki Farida Ferine[2], Toyib Daulay[3]
DOI: https://doi.org/10.54443/sibatik.v2i8.1218

2. Reliability Test

In general, reliability is defined as a series of tests to assess the reliability of statement items. The reliability test is used to measure the consistency of measuring instruments in measuring a concept or measuring the consistency of respondents in answering statement items in questionnaires or research instruments. To measure the level of reliability of research variables in PLS, you can use the value of the alpha coefficient or Cronbach's alpha and composite reliability). Cronbach's alpha value is suggested to be greater than 0.7 and composite reliability is also suggested to be greater than 0.7. (Now, 2014)

Structural Model (Inner Model)

This test was conducted to determine the relationship between exogenous and endogenous constructs which has become a hypothesis in this study (Hair et al., 2017). To produce inner model test values, steps in SmartPLS are carried out using the bootstrapping method. The structural model is evaluated using the R-square for the dependent variable, the Stone-Geisser Q-square test for predictive elevation and the t test and the significance of the structural path parameter coefficients with the following explanation:

1. Coefficient of Determination / R Square (R2)

In assessing the model with PLS begins by looking at the R-square for each dependent latent variable. The interpretation is the same as the interpretation in regression. Changes in the R-square value can be used to assess the effect of certain independent latent variables on the dependent latent variable whether it has a substantive effect (Ghozali, 2012). The value of R2 is generally between 0 and 1.

2. Predictive Relevance (Q2)

This test is used to measure how well the observed values are generated by the model and also the parameter estimates. If the Q2 value is greater than 0, it indicates that the model has predictive relevance, which means it has a good observation value, whereas if the value is less than 0, it indicates that the model does not have predictive relevance (Ghozali, 2014).

3. t-Statistics

At this stage it is used for hypothesis testing, namely, to determine the significance of the relationship between variables in research using the bootstrapping method. In the full Structural Equation Modeling model besides confirming the theory, it also explains whether or not there is a relationship between latent variables (Ghozali, 2012). The hypothesis is said to be accepted if the t statistic value is greater than the t table. According to (Latan and Ghozali, 2012) the criteria for the value of t table is 1.96 with a significance level of 5%

4. Path Coefficient (Path Coefficient)

This test is used to determine the direction of the relationship between variables (positive/negative). If the value is 0 to 1, then the direction of the relationship between

Rangga Prasetyo[1], Kiki Farida Ferine[2], Toyib Daulay[3]
DOI: https://doi.org/10.54443/sibatik.v2i8.1218

variables is positive. Meanwhile, if the value is 0 to -1, then the direction of the relationship between variables is declared negative.

5. Model Fit

This test is used to determine the level of suitability (fit) of the research model with the ideal model for this study, by looking at the NFI value in the program. If the value is closer to 1, the better (good fit).

RESULTS AND DISCUSSION

Outer Model Analysis

Testing the measurement model (outer model) is used to determine the specification of the relationship between latent variables and their manifest variables. This test includes convergent validity, discriminant validity and reliability.

1. *Convergent Validity*

Convergent validity of the measurement model with reflexive indicators can be seen from the correlation between the item/indicator score and the construct score. Individual indicators are considered reliable if they have a correlation value above 0.70. However, in the scale development stage research, loading 0.50 to 0.60 is still acceptable. Based on the results for outer loading, it shows that there is an indicator that has a loading below 0.60 and is not significant. The structural model in this study is shown in Figure 1 below:

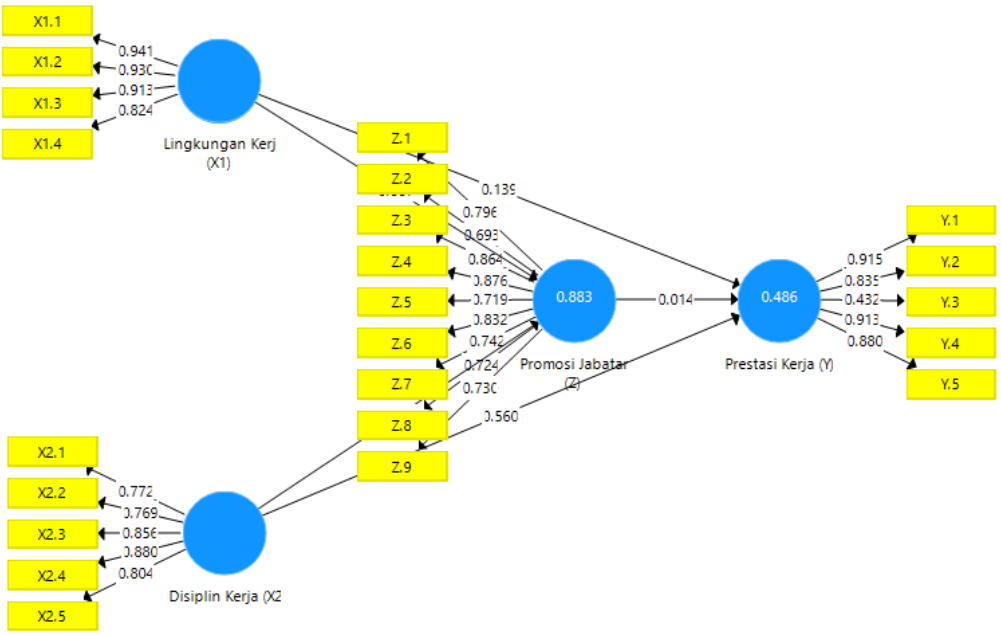

Figure 1. Outer Model Stage 1

Source: Smart PLS 3.3.3

The Smart PLS output for the loading factor gives the results in the following table: Outer Loadings Stage 1

Rangga Prasetyo[1], Kiki Farida Ferine[2], Toyib Daulay[3]
DOI: https://doi.org/10.54443/sibatik.v2i8.1218

Table 1. Outer Loadings stage 1

	Work Discipline (X2)	Work Environment (X1)	Work Performance (Y)	Job Promotion (Z)
X1.1		0.941		
X1.2		0.930		
X1.3		0.913		
X1.4		0.824		
X2.1	0.772			
X2.2	0.769			
X2.3	0.856			
X2.4	0.880			
X2.5	0.804			
Y. 1			0.915	
Y.2			0.835	
Y.3			0.432	
Y.4			0.913	
Y.5			0.880	
Z. 1				0.796
Z. 2				0.693
Z. 3				0.864
Z. 4				0.876
Z. 5				0.719
Z. 6				0.832
Z. 7				0.742
Z. 8				0.724
Z. 9				0.730

Source: Smart PLS 3.3.3

In table 1, indicators Y.3 and Z.2, have a loading factor < 0.7, meaning that the indicator is an invalid indicator while to measure the construct it must be in a valid state, i.e. loading factor > 0.7. Therefore, the invalid indicator must be removed and will be recalculated without indicators Y.3 and Z.2 to find out whether removing indicators Y.3 and Z.2 will make the data valid, the calculation stage 2 will be carried out as follows:

Rangga Prasetyo[1], Kiki Farida Ferine[2], Toyib Daulay[3]
DOI: https://doi.org/10.54443/sibatik.v2i8.1218

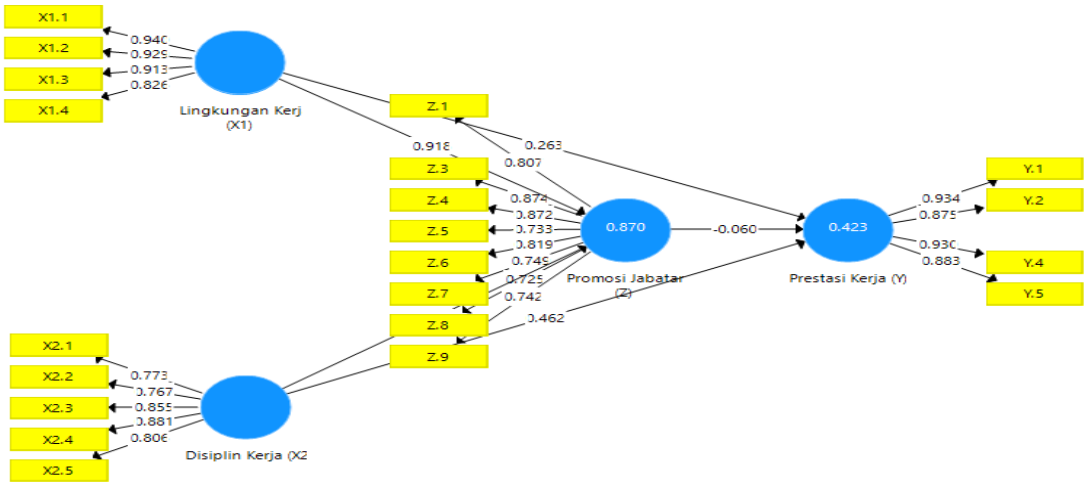

Figure 2. Outer Model Stage 2
Source: Smart PLS 3.3.3

Table 2. Outer Loadings stage 2

	Work Discipline (X2)	Work Environment (X1)	Work Performance (Y)	Job Promotion (Z)
X1.1		0.940		
X1.2		0.925		
X1.3		0.913		
X1.4		0.826		
X2.1	0.773			
X2.2	0.767			
X2.3	0.855			
X2.4	0.881			
X2.5	0.806			
Y. 1			0.934	
Y.2			0.875	
Y.4			0.930	
Y.5			0.883	
Z. 1				0.807
Z. 3				0.874
Z. 4				0.872
Z. 5				0.733
Z. 6				0.819
Z. 7				0.749
Z. 8				0.725
Z. 9				0.742

Source: Smart PLS 3.3.3

Rangga Prasetyo[1], Kiki Farida Ferine[2], Toyib Daulay[3]
DOI: https://doi.org/10.54443/sibatik.v2i8.1218

Table 2 shows that the stage 2 assessment shows the results of a loading factor > 0.07 meaning that all indicators are valid after indicators Y.3 and Z.2 are removed because they are invalid so that the current number of indicators is 21 indicators after the loading factor is valid, so further research can be carried out. This means that all indicators are valid indicators to measure the construct.

The regression equation in this study consists of 2 substructures.
Substructural equation 1 as follows:
Z = b1X1 + b2X2 + e1
Z = 0.918 + 0.017 + e1
Substructural Equation 2
Y = b3X1 + b4X2 + b5Z + e2
Y = 0.263 + 0.462 – 0.060 + e2

2. *Discriminate Validity*

In this section, the results of the discriminant validity test will be described. The discriminant validity test uses the cross-loading value. An indicator is declared to meet discriminant validity if the indicator's cross loading value on the variable is the largest compared to other variables. The following is the cross-loading value for each indicator:

Table 3. Discriminant Validity

	Work Discipline (X2)	Work Environment (X1)	Work Performance (Y)	Job Promotion (Z)
X1.1	0.885	**0.940**	0.599	0.893
X1.2	0.805	0.929	0.549	0.881
X1.3	0.797	0.913	0.655	0.806
X1.4	0.648	0.826	0.377	0.786
X2.1	0.773	0.658	0.599	0.552
X2.2	0.767	0.674	0.402	0.639
X2.3	0.855	0.772	0.522	0.756
X2.4	**0.881**	0.749	0.528	0.717
X2.5	0.806	0.708	0.569	0.667
Y. 1	0.619	0.588	**0.934**	0.561
Y.2	0.405	0.439	0.875	0.412
Y.4	0.641	0.611	0.930	0.547
Y.5	0.611	0.539	0.883	0.492
Z. 1	0.673	0.803	0.529	0.807
Z. 3	0.731	0.821	0.474	**0.874**
Z. 4	0.775	0.890	0.549	0.872

Rangga Prasetyo[1], Kiki Farida Ferine[2], Toyib Daulay[3]
DOI: https://doi.org/10.54443/sibatik.v2i8.1218

Z. 5	0.592	0.680	0.492	0.733
Z. 6	0.808	0.767	0.455	0.819
Z. 7	0.462	0.617	0.244	0.749
Z. 8	0.562	0.622	0.453	0.725
Z. 9	0.482	0.636	0.280	0.742

Source: Smart PLS 3.3.3

In table 3 above the indicators on the research variables have a greater cross loading value compared to the cross loading values on other variables the cross loading value for the Work Discipline variable is greater than the other variables, for the cross loading value for the Work Environment variable is greater than other variables, the cross loading value for the Job Performance variable is greater than the variable for the cross loading value for the Job Promotion variable which is greater than the other variables, meaning that the cross loading value is discriminately valid.

3. *Composite reliability*

The next test is the composite reliability of the indicator blocks that measure constructs. A construct is said to be reliable if the composite reliability value is above 0.60 and the Cronbachs alpha value of the indicator block that measures the construct. A construct is declared reliable if the Cronbachs alpha value is above 0.7. The following is a table of loading values for the research variable construct resulting from running the Smart PLS program in the following table:

Table 4. Construct Reliability and Validity

	Cronbach's Alpha	Composite Reliability	Average Variance Extracted (AVE)
Work Discipline (X2)	**0.875**	**0.909**	**0.668**
Work Environment (X1)	**0.924**	**0.946**	**0.816**
Work Performance (Y)	**0.928**	**0.948**	**0.820**
Job Promotion (Z)	**0.915**	**0.931**	**0.628**

Source: Smart PLS 3.3.3

Table 4 shows that the Average Variance Extracted (AVE) for each variable, namely Work Discipline, Work Environment, Work Achievement, Position Promotion, has a construct > 0.50 meaning that all constructs are reliable. Thus, it can be stated that each variable has high discriminant validity. Meanwhile, it can be seen in the table above that the composite reliability value of each variable shows a construct value > 0.60. These results

Rangga Prasetyo[1], Kiki Farida Ferine[2], Toyib Daulay[3]
DOI: https://doi.org/10.54443/sibatik.v2i8.1218

indicate that each variable meets composite reliability so that it can be concluded that all variables have a high level of reliability.

Furthermore, in the table above, Cronbach's alpha, each variable shows a construct value > 0.70, thus these results indicate that each research variable has met the requirements for Cronbach's alpha value, so it can be concluded that all variables have a high level of reliability. So, it can be concluded that the indicators used in this study have high discriminant validity in compiling their respective variables.

Inner Model Analysis

The stages of analysis carried out in the evaluation of the structural model are seen from several indicators, namely:

1. Coefficient of Determination (R2)

Based on the data processing that has been done using the SmartPLS 3.0 program, the R Square value is obtained as follows:

Table 5. R Square Results

	R Square	Adjusted R Square
Work Performance (Y)	0.423	0.397
Job Promotion (Z)	0.870	0.866

Source: Smart PLS 3.3.3

Table 5 above shows that the R Square value for the Job Performance variable is 0.423. This achievement explains that the percentage of work performance is 42.3%. This means that the variables of Work Discipline, Work Environment, and Position Promotion have an effect on Work Performance of 42.3% and the remaining 57.7% are influenced by other variables. Meanwhile, the R Square value for the Job Promotion variable is 0.870. This acquisition explains that the percentage of the promotion is 87.0%. This means that the variables of Work Discipline and Work Environment have an effect on Promotion of Position by 87.0% and the remaining 23% are influenced by other variables.

2. Assessment of Goodness of Fit (GoF)

The goodness of fit model test can be seen from the NFI value ≥ 0.697 which is declared fit. Based on the data processing that has been done using the SmartPLS 3.3 program, the Fit Model values are obtained as follows:

Table 6. Fit models

	Saturated Model	Estimation Models
SRMR	0.187	0.187
d_ULS	1,758	1,758
d_G	1,789	1,789

Rangga Prasetyo[1], Kiki Farida Ferine[2], Toyib Daulay[3]
DOI: https://doi.org/10.54443/sibatik.v2i8.1218

Chi-Square	546,192	546,192
NFIs	0.882	0.882

Source: Smart PLS 3.3.3

The results of the goodness of fit test for the PLS model are in table 6. The following shows that the NFI value of 0.882 means FIT. Thus, from these results it can be concluded that the model in this study already has a high goodness of fit and is suitable for testing the research hypothesis.

3. Hypothesis test

After assessing the inner model, the next thing is to evaluate the relationship between latent constructs as hypothesized in this study. Hypothesis testing in this study was carried out by looking at the T-Statistics and P-Values. The hypothesis is declared accepted if the T-Statistics value is > 1.96 and the P-Values are <0.05. The following are the results of the Path Coefficients of direct influence:

Table 7. Path Coefficients

	Original Sample (O)	T Statistics (| O/STDEV |)	P Values	Results
Work Discipline (X2) -> Work Performance (Y)	0.462	2,483	**0.013**	**Accepted**
Work Discipline (X2) -> Promotion (Z)	0.017	0.209	**0.835**	**Rejected**
Work Environment (X1) -> Work Performance (Y)	0.263	0.757	**0.449**	**Rejected**
Work Environment (X1) -> Promotion (Z)	0.918	12,289	**0.000**	**Accepted**
Promotion (Z) -> Work Achievement (Y)	-0.060	0.200	**0.841**	**Rejected**

Source: Smart PLS 3.3.3

Based on table 7 above, there is a direct effect of the 5 hypotheses, and it will be explained that work discipline has a positive and significant effect on work performance with an original sample value of 0.462 P values 0.013 <0.05. Work Discipline has a positive and insignificant effect on Job Promotion with an original sample value of 0.017 P values 0.835 > 0.05. Work Environment has a positive and not significant effect on Work Performance with a value of 0.263 and P values 0.449 > 0.05. Work environment has a positive and significant effect on promotion with a value of 0.918 > 0.05. Promotion has no significant negative effect on work performance with an original sample value of -0.060 and P values of 0.841 > 0.05.

Rangga Prasetyo[1], Kiki Farida Ferine[2], Toyib Daulay[3]
DOI: https://doi.org/10.54443/sibatik.v2i8.1218

Table 8. Path Coefficients

	Original Sample (O)	T Statistics (| O/STDEV |)	P Values	Results
Work Discipline (X2) -> Promotion (Z) -> Work Achievement (Y)	-0.001	0.037	**0.971**	**Rejected**
Work Environment (X1) -> Promotion (Z) -> Work Achievement (Y)	-0.055	0.199	**0.842**	**Rejected**

Source: Smart PLS 3.3.3

The results of the table above show that work discipline has an indirect effect on work performance through promotion, a negative and insignificant position with the original sample value of -0.001 P values 0.971 > 0.05. The work environment has an indirect effect on work performance through promotion, negatively insignificant with an original sample value of -0.055 P values 0.842 > 0.05.

CLOSING

Conclusion

1. Work Discipline has a positive and significant effect on work performanceinMedan Region II Airport Authority Office
2. Work Discipline has a positive and insignificant effect on PromotioninMedan Region II Airport Authority Office
3. Work environment has a positive and insignificant effect on work performanceinMedan Region II Airport Authority Office
4. Work environment has a positive and significant effect on promotioninMedan Region II Airport Authority Office
5. Promotion has no significant negative effect on work performanceinMedan Region II Airport Authority Office
6. Work Discipline has no effect on Job Performance through PromotionsinMedan Region II Airport Authority Office
7. The work environment has no effect on work performance through promotioninMedan Region II Airport Authority Office

Suggestion

1. Organizations must create a comfortable, safe and good work environment for employees.
2. Organizations must be able to discipline employees to improve employee performance.
3. Organizations must promote for promotion by looking at the skills, quality and work experience of employees.
4. Organizations must seek to recruit employees who have achievements for the advancement of the organization.

REFERENCES

Ghozali, I. Latan, H. 2015. Partial Least Square: Konsep, Teknik dan Aplikasi Smart PLS 2.0 M3. Semarang: Badan Penerbit Universitas Diponegoro.

Ghozali, Imam. (2014). Structural Equation Modeling Metode Alternatif dengan Partial Least Square (PLS) Edisi 4. Universitas Diponegoro, Semarang.

Hair, J. F. et. al. 2017. A Primer on Partial Least Squares Structural Equation Modeling (PLS-SEM). SAGE Publications, Los Angeles.

Hasibuan, Malayu. (2016). Manajemen Sumber Daya Manusia. Jakarta: Penerbit Bumi Aksara.

Kurniawan, B. 2016. Analisis Implementasi Manajemen Pelatihan Kesiapan Petugas Tanggap Darurat Dalam Menghadapi Bencana Gempa Bumi Pada Gedung Instalasi Rawat Inap I (Irna I) Di RSUP Dr. Sardjito Yogyakarta. Jurnal Kesehatan Masyarakat (e-Journal) Volume 4, Nomor 4, Oktober 2016 (ISSN: 2356-3346).

Mangkunegara, 2016, Manajemen Sumber Daya Manusia Perusahaan, Remaja Rosdakarya, Bandung.

Ranupandojo. 2004. Manajemen Sumber Daya Manusia. BPFE, Yogyakarta.

Riduwan. 2010. Belajar Mudah Penelitian untuk Guru, Karyawan, dan Peneliti Pemula. Bandung: Alfabeta

Rivai, Veithzal (2014). Manajemen Sumber Daya Manusia Untuk Perusahaan. Jakarta: Raja Grafindo Persada.

Sedarmayanti.2015. Sumber Daya Manusia dan Produktivitas Kerja. Bandung: CV Mandar Maju.

Sekaran, Uma. 2014. Metodologi Penelitian Untuk Bisnis (Research Methods for Business) Buku 1 Edisi 4. Jakarta: Salemba Empat.

Siagian. 2014. Manajemen Sumber Daya Manusia. Jakarta: Bumi Aksara.

Sugiyono. (2017). Metode Penelitian Kuantitatif, Kualitatif, dan R&D. Bandung: Alfabeta, CV.

Sutrisno, Edy. 2016. Manajemen Sumber Daya Manusia. Cetakan Kedelapan. Jakarta: Prenadamedia Group.

Ferine, Kiki Farida. 2019. 13 Faktor Kinerja Sumber Daya Manusia. Cetakan Pertama. Yogyakarta: Penerbit Ikatan Guru Indonesia (IGI) DIY