

The Influence of Working Culture, Extrinsic Working Motivation, and Non-Physical Working Environment towards the Work Discipline at PT. XYZ Tbk, the Jakarta Headquarter

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Abstract: This research was aimed at investigating and explaining the influence of working culture, extrinsic working motivation, and non-physical working environment towards the work discipline at PT. XYZ Tbk, the Jakarta headquarter. The data collection was conducted through questionnaires. The data analysis used the instrument of validity test through the employment of confirmatory factor analysis while in the test of reliability, the Cronbach alpha was employed. The data analysis was conducted by employing the analysis of multiple linear regression. The results of the research showed that: (1) the working culture significantly influenced the work discipline; (2) the extrinsic working motivation significantly influenced the work disciplines; (3) the non-physical working environment significantly influenced the work discipline; and (4) the work discipline, the extrinsic working motivation, and the non-physical working environment simultaneously showed significant influence towards the working culture. Keywords: working culture, extrinsic working motivation, non-physical working environment, work discipline.

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I. Introduction

Related to it, the employees' level of work discipline in PT. XYZ Tbk, the Jakarta headquarter, was found not optimally conducted. Table 1 shows the low employees' work discipline level in 2015 and 2016 years. This was correlated with the numbers of working absences and lateness.

Table no 1: Absence Recapitulation.

Remarks	2015												Total
	Jan	Feb	Mar	Apr	May	Jun	Jul	Agust	Sep	Okt	Nov	Dec	
Absent	58	43	45	49	30	37	90	26	73	51	39	55	596
Late	3	52	58	13	11	30	36	35	46	64	35	54	437
Home Early	106	9	7	2	8	28	20	5	16	12	7	3	223
Remarks	2016												Total
	Jan	Feb	Mar	Apr	Mai	Jun	Jul	Agust	Sep	Okt	Nov	Dec	
Absent	19	30	28	14	19	42	43	35	41	22	13	16	322
Late	34	38	35	34	27	42	21	79	76	28	8	9	431
Home Early	6	6	15	9	5	1	10	20	8	11	7	14	112

Table no 1 Shows that the numbers of absent employees in 2015 were noted 596 employees, late coming employees were noted 437, and the employees who left the company earlier than the working hours set were 223. The quite similarly high numbers of absent employees were noted in 2016: the absentees were 326, late coming employees were 431, and the earlier leaving employees were 112. In this research, the researcher conducted a pre-survey in its relation to the possible factors contributing to the low-leveled employees' work disciplines at PT. XYZ, the Jakarta headquarter, by giving the questionnaires to twenty-five (25) respondents. The results of pre-survey in tabel 1. shows that there were found ten (10) factors influencing the employees' work discipline at PT. XYZ, the Jakarta headquarter. These were working culture, working environment, working motivation, reward and punishment, working assessment, leaderships, conflict and stress level, organization climate, workload, and training and development. Besides, tabel 1. shows three (3) possibly suspected factors which influenced the employees' work disciplines at PT. XYZ Tbk, the Jakarta headquarter, based on the pre-survey answer percentage. The three factors were: working culture, working environment, and working motivation. The second stage pre-survey's results supported the suspected factors influencing the employees' work discipline at PT. XYZ Tbk, the Jakarta headquarter. In this research, the researcher paid attention to these three major factors suspiciously influencing the employees' performances at PT. XYZ Tbk,

the Jakarta headquarter: working culture, non-physical working environment, and extrinsic working motivation. Based on the afore-mentioned background, the researcher focused on the following topic: “The influence of working culture, extrinsic working motivation, and non-physical working environment towards the work discipline at PT. XYZ Tbk, the Jakarta headquarter”.

II. Material And Methods

Theoretical Analysis

Working Culture: company must implement good working culture to its employees, and vice versa, the employees should show good working culture to the company they are working for. Chatab (2007:10-11) stated that a culture acts as the organization’s social controller and determines how the organization works, based on the similar values and beliefs shared within the organization. These then become the norms within the working groups, and were operationally called as the working culture for becoming the guidance on the employee’s working behaviors. Dealing with this, each organization or company characterizes their own working culture. Blessinger and Hryjac (2013:1) similarized a working culture to a value, custom, ritual, or norm shared collectively by the members of the organization. This working culture must be learned and accepted by the new comers within the organization or company. The organization or the company culture is a specific pattern of assumptions, values, and shared norms which form the activities, languages, symbols, and the employees’ socialization events within the company (Jackson et al, 2010:71).

Good working culture is associated with the good impacts towards the company. Blessinger and Hrycaj (2013:11) stated that the company values are influenced by the organization’s history and growth, employees’ behaviors, and the leaders’ beliefs and acts. Some developing norms within overall organization and other cultural values are associated with certain parts within the organization. If a certain organization is in consistency with a certain model of shared value, this organization is called as the experienced organization. Related to this, every company has their own different indicators of good working culture. Blessinger and Hryjac (2013:11) revealed that the values of working cultures are beneficial for the organization. These benefits are (1) making the employees focused to what are important for the organization, (2) decreasing the level of stress on individuals, (3) decreasing the level of tense between the individuals and the departments, (4) growing the working enthusiasm within the working places, (5) growing the level of pride of the jobs, (6) getting guided in working within the company, (7) decreasing the bureaucratic works, (8) thinking positively towards their jobs, and (9) having positive momentum in finishing their jobs. It is important for the company to build a strong working culture.

Paramita (1992) in Ndraha (2005:208) divides the working culture into two: first, the attitude towards the jobs, which portrays the preference to work rather than other activity such as getting some leisure, or reaching the only satisfaction form the individual work, or feeling unhappy with something to live a living of their own. This expresses the notion of willing to accept any of the leaders’ guidance or suggestion and any responsibility on the job, doing the jobs for the sake of God, doing the jobs as what is assigned for, being able to cope with any working obstacles, and being able to arrange any job reports. Second, the behaviors on works, such as showing diligence, dedication, responsibility, carefulness, punctuation, accuracy, strong commitment to learn any job and obligations at work, handy for helps to fellows, or vice versa. The employees’ working behaviors during the working hours can be in the forms of showing work disciplines, honesty on work, commitments, responsibility at works, cooperations with partners at works, and having the ability to evaluate the jobs.

Extrinsic Working Motivation: certain person’s motivation in creating a guided behavior to an expected objective to achieve the target of satisfaction. Supardi and Anwar (2007:47) stated that motivation is a condition on a person which encourages them to do some activities on reaching certain goals. Any willingness to exploit the high effort onto the goals of organization can be achieved by certain manners. Herzberg (1950) in Hasibuan (2012:157) stated that there are two factors encouraging someone to reach a satisfaction and avoid any dissatisfaction (Herzberg’s Two Motivation Theory). Two factors influencing the working motivation are the factor of motivator (or the intrinsic factor) and the factor of hygiene (or the extrinsic factor). The earlier factor mentioned is about how to motivate someone to reach the satisfaction, including the success, recognition, or rewards, the job itself, responsibility, and any chance to develop (or the intrinsic factor).

The factor of hygiene is a factor motivating someone to get rid of any dissatisfaction, including the inter-human relation, reward, the environmental condition, or else (the extrinsic factors). These factors have some of the following indicators: the job status, job security, wages and salary, company policy and administration, supervisor, interpersonal relation, and working condition. Research by Herzberg (1987) in Robbins and Judge (2008:218) revealed that the extrinsic motivation was called as the hygiene factor. This includes some of the following factors: salary, job status, job security, working condition, interpersonal relation, supervision, company policy and administration.

Non-Physical Working Environment: the definition of working environment according to Nitisebito (2000) in Schultz (2006:249) is related with giving any condition associated with the jobs. Meanwhile, Sedarmayanti (2009:26) defined working environment as overall tools and materials faced by the surrounding environments in which someone is working, the working methods, and how the jobs were set either as an individual or as a group.

In relation to it, Wursanto (2009:287) divided working environment into two: the condition associated with the physical aspects, and the condition related to psychological aspects. The earlier stated condition is anything dealing with any physical aspects within the working environment. Meanwhile, the non-physical environment is related with any working environment which is not visible on senses, such as colors, smells, sounds, and tastes. The non-physical environment is as important as the physical working environment.

The employees' passion and enthusiasm at work is highly influenced by the non-physical working environment such as the relations among employees or with the bosses. Sedarmayanti (2009:26) stated that non-physical working environment is any condition related with the relation among bosses or relation among fellows at work, or top-down relations. If the relation among employees or between employees to bosses run well, this will create a good working environment for the employees at the working environment.

Work Discipline: etymologically, the word disciplines is derived from Latin disibel which means followers. Through times, this word changed into 'discipline' which means the obedience or anything related to rules. Hasibuan (2009:194) stated that the discipline is associated with the employees who come and leave on time, do any job appropriately, be obedient to any organization rules or norms shared among societies.

Related to it, the work disciplines as a tool is used by the any managers to communicate with the employees in order to make the employees change the behaviors, in line with the effort to increase the awareness or the willingness to go with any company rules (Rivai, 2011:825).

The employees who are featured with this work discipline are very important for a company in order to achieve the company's goals. It will be difficult for the company to achieve any optimum results without the employees' disciplines. Hasibuan (2009:194) offered some factors stating that the disciplines can be understood as having the employees come and leave on time at work, finish the jobs well, be obedient to any company rules and norms. These factors were the dimensions of this research. The factors previously mentioned are as follows: (1) always come and leave on time, which can be used as the indicators of work disciplines, which indicate how good and bad the disciplines at a certain company, (2) doing any possible jobs well and appropriately can be one of the indicators of this discipline, with the good results can show the organization employees' disciplines in finishing the jobs given, and (3) being obedient to any rules or norms within the organization or company is one of the attitude of disciplines owned by the employees. This results in if the employees are disobedient to any rules or break the shared norms, this will reveal any non-disciplined attitude.

Previous Studies

There were some studies which explained the factors in the theoretical review above-discussed. In a research by Sihombing (2015), it was found that based on the analysis conducted, it was drawn a conclusion that there existed the influence between the working motivation and the working environment towards the work disciplines. Both variables, that is motivation and working environment, showed significant test results, that is both are highly influential to the work disciplines. Related to disciplines, a study conducted by Akgeyik (2014) proved that the absence was significantly correlated with ages, working durations, kinds of job, and wedding status. The analysis of regression shows the mastery and level of education were found to be a useful tool in predicting the significant level of absence.

The Conceptual Working Framework

Based on the theoretical research and previous studies focusing on the influence of working culture, extrinsic working motivation, and non-physical working environment towards the work discipline, the following working framework was developed (figure 1):

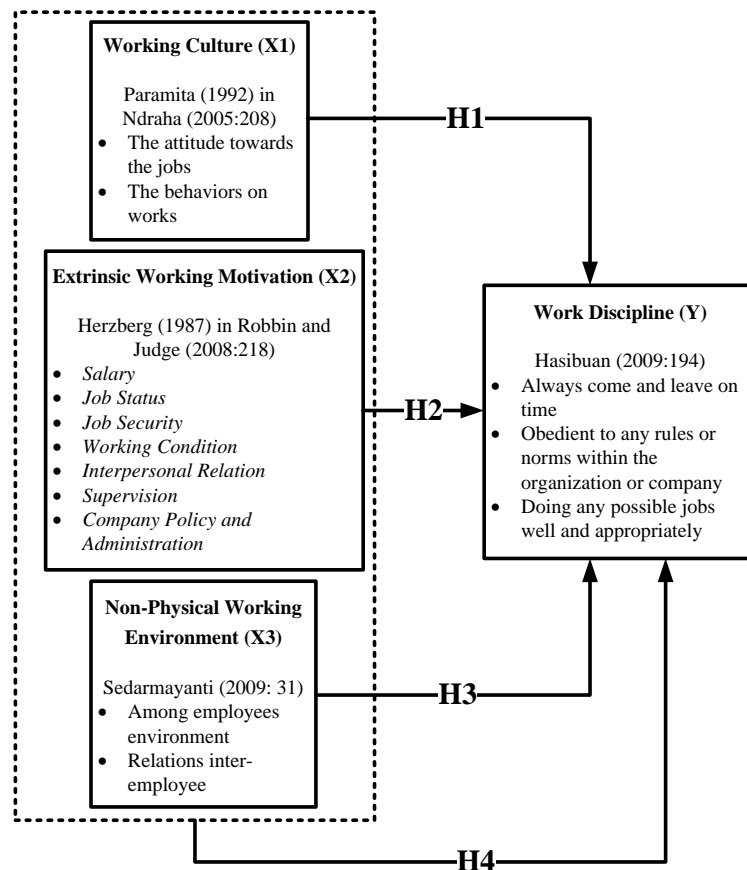


Figure no 1: Thinking Framework.

The Hypotheses

Based on the theoretical analysis and the thinking framework above, the hypotheses were formulated as follows:

- [1] The working culture is influential towards the employees' work discipline at PT. XYZ Tbk, the Jakarta headquarter.
- [2] The working motivation was influential towards the employees' work discipline at PT. XYZ Tbk, the Jakarta headquarter.
- [3] The non-physical working environment the employees' work discipline at PT. XYZ Tbk, the Jakarta headquarter.
- [4] The working culture, extrinsic working motivation, and the non-physical working environment were altogether influential towards the employees' work discipline at PT. XYZ Tbk, the Jakarta headquarter.

Procedure methodology

Based on the above conceptual working framework, the objective of this current research was to obtain any understanding about the analysis of the influence of working culture, extrinsic working motivation, and non-physical working environment towards the work discipline. The quantitative approach through the employment of the analysis of causality was used in this research.

The population of this research is the employees of PT. XYZ Tbk, the Jakarta headquarter, as counted 300 employees in numbers. By looking at the samples, the researcher was required to draw conclusion which further generalized into the population to be the objects of this research. The probability type sampling was chosen for the researcher insisted the results of this study to be used to estimate the population or to generalize the results of the research. The samples taken were 80 employees from 15 departments, to equally 5 employees from each department.

Giving questionnaire to the employees was the method used in collecting the data, by referring to indicators of this research variables: the work discipline influenced by the working culture, the extrinsic working motivation, and the non-physical working environment. Each indicator within every dimension was measured by the use of the Likert scale from 1-5 in scores, by 5 was the highest and 1 was the lowest. Besides, this research employed the analysis of multiple linear regression supported by SPSS ver. 25. The data

processing includes the analyses of the followings: (1) Validity Test, (2) Reliability Test, (3) The Classical Assumption Test, including the Normality Test, the Multikolinierity Test, and the Heterokedasticity Test, (4) The Hypotheses Test, including the Determination Test, t Test (Partial), and F Test (Simultaneous).

III. Result

Validity and Reliability

The results of validity test were aimed at testing the validity of every point within the questionnaire. The r table value was 0,217 with 5% level of significance ($\alpha = 0.05$). The questionnaire was valid if rhitung > rtable by sig. <0.05. The results of this research revealed that the statements within the questionnaire, the variables working culture (X1), the extrinsic working motivation (X2), the non-physical working environment (X3), and the work discipline (Y) showed that the rhitung > rtable by sig. < 0.05. In conclusion, all the items of statements in the questionnaire were valid as explained in the following tables:

Table no 2: The Instrument of Validity Test: Working Culture Variable.

Variabel	r-count	r-table	Description
X1.1	0.574	0.217	Valid
X1.2	0.594	0.217	Valid
X1.3	0.265	0.217	Valid
X1.4	0.462	0.217	Valid
X1.5	0.686	0.217	Valid
X1.6	0.634	0.217	Valid
X1.7	0.641	0.217	Valid
X1.8	0.656	0.217	Valid
X1.9	0.685	0.217	Valid
X1.10	0.604	0.217	Valid
X1.11	0.504	0.217	Valid
X1.12	0.604	0.217	Valid

Table no 3: The Instrument of Validity: Extrinsic Working Motivation Variable.

Variabel	r-count	r-table	Description
X2.1	0.680	0.217	Valid
X2.2	0.523	0.217	Valid
X2.3	0.659	0.217	Valid
X2.4	0.468	0.217	Valid
X2.5	0.535	0.217	Valid
X2.6	0.663	0.217	Valid
X2.7	0.624	0.217	Valid
X2.8	0.768	0.217	Valid
X2.9	0.659	0.217	Valid

Table no 4: The Instrument of Validity Test: Non- Physical Environment Variable.

Variabel	r-count	r-table	Description
X3.1	0.901	0.217	Valid
X3.2	0.925	0.217	Valid
X3.3	0.915	0.217	Valid

Table no 5: The Instrument of Validity Test; Work Disciplines Variable.

Variabel	r-count	r-table	Description
Y4.1	0.761	0.217	Valid
Y4.2	0.482	0.217	Valid
Y4.3	0.804	0.217	Valid
Y4.4	0.618	0.217	Valid
Y4.5	0.620	0.217	Valid

The reliability test of the questionnaire is reliable when there was found the consistency within the statements. Then, the questionnaire was reliable when the Cronbach's alpha value > 0.80. As a result, the researcher concluded that every variable: working culture (X1), extrinsic working motivation (X2), non-physical working environment (X3), and work discipline (Y) were all reliable as explained at the following Table no 6.

Table no 6: The Instrument of Reliability Test.

Variabel	Cronbach's Alpha	Minimum Limit	Description
Working Culture (X1)	0.809	0.600	Reliable
Extrinsic Working Motivation (X2)	0.798	0.600	Reliable
Non-Physical Working Environment (X3)	0.898	0.600	Reliable
Work Discipline (Y)	0.646	0.600	Reliable

Classical Assumption Test

The results of multicollinearity test shows that the VIF value from each variable < 10 and the level of tolerance > 0.10. This can be concluded that the data tested showed no multicollinearity within the regression model as shown in the following Table 7.

Table no 7: The Result of Multicollinearities Test.

Model	Collinearity Statistics	
	Tolerance	VIF
Working Culture (X1)	0.262	3.817
Extrinsic Working Motivation (X2)	0.243	4.113
Non-Physical Working Environment (X3)	0.701	1.426

The results of normality test employing the Kormogorov-Smimov Test showed that the Asymp. Sig (2-tiled) value is 0.263 > $\alpha = 0.05$. The conclusion of this test was the normally distributed residual value. The results of heteroskedasticity test showed that the Scatterplot graphical points didn't form any specific patterns and spreader randomly above and under the number of 0 on Y axis. This can be concluded that the data test was free of the heteroskedasticity assumption that it enabled the regression model to be used for predicting the work discipline on the basis of the independent variables: working culture, extrinsic working motivation, and non-physical working environment. The result of heteroskedasticity test was presented on the following figure.

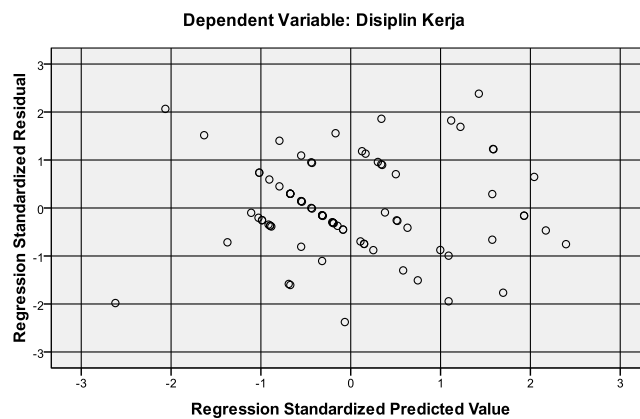


Figure no 2: The Scatterplot Graphic, the Heteroskedasticity Test.

The Hypotheses Test

The analysis resulted in the equation of structure type that explained the correlation among the variables of working culture, extrinsic working motivation, and non-physical working environment towards the work discipline. This test was conducted by employing the coefficient of determination, t test and F test. The results of this test were presented on the following table.

Table no 8: The Result of Analysis of Multiple Linear Regression

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	3.268	1.546		2.115	.038
Working Culture	.162	.056	.395	2.889	.005
Extrinsic Working Motivation	.150	.074	.288	2.027	.046
Non-Physical Working Environment	.271	.108	.210	2.515	.014

Based on this table, the adjusted R square value is 0.792. This showed that the variables of working culture, extrinsic working motivation, and non-physical working environment, altogether have influences towards the work discipline, as counted 62.79%, while the rest counted 37.3% results of study was influenced by the other variables other than the research model.

The results of partial test on the independent variables of working culture, extrinsic working motivation, and non-physical working environment towards the work disciplines can be overlooked from the t test result. The t table value on this research was counted 1.990, considered significant if the tcount > ttable and Sig. < 0.05. The result of the analysis on variable of working culture towards the work discipline was positive by the regression coefficient value $\beta = 0.162$ and significant by tcount value = 2.887 > ttable: 1.990 and Sig.

0.005 < 0.05. Thus, the hypotheses were accepted and tested, creating a conclusion that the working culture was influential towards the work discipline.

The result of the influence of the variable of extrinsic working motivation towards the work discipline was positive by the value of regression coefficient $\beta = 0.150$ and significant by the value of $t_{count} = 2.028 > t_{table} = 1.990$ and $Sig. 0.046 < 0.05$. Thus, the hypotheses were accepted and tested, creating a conclusion that the extrinsic working motivation was positively and significantly influential on the work discipline.

The result of the influence of the variable of non-physical working environment towards the work discipline was positive by the value of regression coefficient $\beta = 0.271$ and significant by the value of $t_{count} = 2.215 > t_{table} = 1.990$ and $Sig. 0.014 < 0.05$. Thus, the hypotheses were accepted and tested, creating a conclusion that the non-physical working environment was positively and significantly influential towards the work disciplines.

To investigate the influence of the stimulant, the F test was conducted by alpha level of 0.05, the F table 2.72. After the F test was conducted, the F_{count} obtained was $141.313 > F_{table}$ and $Sig. 0.000 < 0.05$. Thus, the hypotheses were accepted and tested, creating a conclusion that the working culture, extrinsic working motivation, and non-physical working environment are simultaneously positively and significantly influential towards the work discipline. Dealing with the results above, the researcher conducted the analysis of multiple linear regression, and the equation was derived as follows:

$$Y = 3,268 + 0,162 X_1 + 0,150 X_2 + 0,271 X_3$$

The equation shows that the non-physical working environment has the biggest influence towards the work discipline. The equation also revealed that the regression coefficient was positive, creating an assumption that the higher the working culture, extrinsic working motivation, and non-physical working environment, the higher the work discipline is.

Inter-Dimension Correlation

Based on the inter-dimension correlation, the researcher concluded that the dimensions on the variables of working culture, extrinsic working motivation, and non-physical working environment have significant influences towards the dimension of the variable of the work discipline. The result of this correlation was presented on the following Table no 9.

Table no 9: The Matrix Correlation Inter-Dimension within Variables.

Variable	(Y) Work Discipline				
	Dimension		Always come and leave on time (Y1)	Obedient to any rules or norms within the organization or company (Y2)	Doing any possible jobs well and appropriately (Y3)
(X1) Working Culture	The attitude towards the jobs	(X1.1)	0.416**	0.601**	0.646**
	The behaviors on works	(X1.2)	0.377**	0.621**	0.593**
(X2) Extrinsic Working Motivation	Salary	(X2.1)	0.446**	0.559**	0.508**
	Job Status	(X2.2)	0.394**	0.205	0.500**
	Job Security	(X2.3)	0.490**	0.598**	0.534**
	Working Condition	(X2.4)	0.168	0.485**	0.578**
	Interpersonal Relation	(X2.5)	0.392**	0.408**	0.356**
	Supervision	(X2.6)	0.279*	0.367**	0.482**
	Company Policy and Administration	(X2.7)	0.133	0.313**	0.362**
(X3) Non-Physical Working Environment	Among employees environment	(X3.1)	0.251*	0.378**	0.416**
	Relations inter-employee	(X3.2)	0.362**	0.545**	0.552**

IV. Discussion

The result of this research shows that the calculation of the multiple linear regression has shown that the value of t_{count} for the working culture was counted $2.889 > 1.990$ with the significance value $0.005 < 0.05$. Thus, it can be concluded that the hypotheses were accepted. This shows that partially, the working culture was positively and significantly influential towards the employees' work discipline at PT. XYZ Tbk, the Jakarta headquarter. The calculation of linear regression shows that the working culture has the regression coefficient as

counted 0.162, showing that if the working culture developed, it would the work discipline develop, resulting on the increasing work discipline as much as 0.162. However, vice versa, if this decreased, the work disciplines would decrease as counted 0.162. The better the working culture is, the more likely the work discipline to increase, as well vice versa. The lower the working culture, the more likely the work discipline to decrease. The dimension of attitude towards the jobs into the dimension of effective time management will have the highest correlation. On the other hand, the dimension having the lowest or weakest is the behaviors during the working hours towards the dimension of coming and leaving on time. This result was in line with what Nwosu and Ugsuwa (2015), revealing the indiscipline attitudes to work and some kinds of slowness or laziness in doing the jobs that happened in the local governmental system in Nigeria. Some cases about junior workers who slept and did something inappropriately, such leaving the office earlier. The local government must implement a very dynamic and straight approach leading into the discipline control, and which was focused on a tight supervision on the employees with sufficient level of supervision.

Next, the calculation of the multiple linear regression shows that the extrinsic working motivation was influential towards the employees' work discipline at PT. XYZ Tbk, the Jakarta headquarter. The tcount value for working motivation was counted $2.027 > 1.990$ with the significance value $0.046 < 0.05$. It can be concluded that the hypotheses were accepted, which means partially the working motivation was positively and significantly influential towards the work discipline. The calculation of linear regression shows that the extrinsic working motivation has the regression coefficient as counted 0.150, showing that if the working motivation increases at every single point, the work discipline will increase by 0.15. On the other hand, if the extrinsic working motivation decreases, thus the work disciplines will decrease by 0.150. Based on the inter-dimension correlation, the Job Security dimension has the highest correlation towards the obedience dimension and towards the rules and norms which have been set. Besides, the dimension with the lowest or weakest correlation was the company policy and administration, towards the obedience dimension and the rules and norms which have been set. The result of this research was in line with the research previously conducted by Riyanto et.al (2017), that based on the correlation among the variables of dimension, in which the dimension of working motivation has the highest correlation and the most influential one among other variables. Strengthened by the research conducted by Riyanto et.al (2017) that the motivation is positively and significantly influential towards the teacher's performance in MSB. The extrinsic variable dimension has the highest number.

From the result of the research above, it can be seen that the non-physical working environment was positively and significantly influential towards the work discipline at PT. XYZ Tbk, the Jakarta headquarter, revealing the tcount as counted $2.515 > 1.990$ and the significance value of $0.014 < 0.05$. Thus, it can be concluded that the hypotheses were accepted and tested, which means partially the non-physical working environment positively and significantly influential towards the work discipline. The calculation of linear regression shows that the non-physical working environment has the regression coefficient as counted 0.271, which shows that if the working environment increases at any point, the work discipline will increase as counted 0.271, and vice versa, if decreasing, the work discipline will decrease by 0.271. Based on the inter-dimension correlation, the dimension of inter-employee towards the dimension of effective time management has a strong influence between both. Meanwhile, the dimension with the lowest or weakest was the dimension among employees towards the dimension of coming and leaving on time. This result was in line with the research conducted by Cucchiella et al (2014) stating that the analysis presented was useful in evaluating the direct cost due to the absence phenomenon, and the indirect cost which can be distributed in slowing company procedures, by offering less quality service. The cost for being absent due to illness was counted 1.5% of all employment cost paid by Hera Group in 2011.

Finally, this research shows that the working culture, extrinsic working motivation, and non-physical working environment were altogether positively and significantly influential towards the work discipline at PT. XYZ Tbk, the Jakarta headquarter. The variable of working culture has the strongest influence towards the work discipline, shown by the value of $F_{count} = 42.581 > F_{table} = 2.72$ and $Sig. 0.000 < 0.05$, with the value of Adjusted R Square = 0.627. On conclusion, the researcher concluded that the working culture, the extrinsic working motivation, and the non-physical working environment contribute the influence towards the work discipline as counted 62.7%, while the rest was influenced by the other variables.

V. Conclusion

The conclusions derived based on the discussion of the data analysis by testing the hypotheses which have been set in this research are: (1) The working culture is positively and significantly influential towards the work discipline. The dimension of attitude towards the jobs and towards the dimension of effective time management have the highest correlation. (2) The extrinsic working motivation was positively and significantly influential towards the work disciplines. The dimension of job security has the highest correlation towards the obedience dimension to the rules and norms which have been set. Meanwhile, the dimension having the lowest or weakest correlation was the company policy and administration towards the obedience dimension

to the rules and norms which have been set. (3) The non-physical working environment was positively and significantly influential towards the work discipline. The dimension inter-employee relation towards the effective time management has the strongest influence between both. On the other hand, the dimension having the lowest or weakest correlation was the inter-employee dimension towards the dimension of on time coming and leaving. (4) The working culture, extrinsic working motivation, and non-physical working environment were altogether positively and significantly influential towards the work discipline at PT XYZ Tbk, the Jakarta headquarter. The variable of working culture has the strongest influence towards the work discipline.

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