



The Influence of Surveillance, The Discipline of Work, Work Environment Toward Performance Employee Of The Vanname Shrimp Farm CV. Alam Citra Sarana Intam

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ABSTRACT

The most important part in realizing a company so that the activities carried out can be organized and appropriate are its human resources. Employees in the company must have the ability and knowledge so that the company runs optimally. Aspects such as surveillance, discipline, and work environment can affect the quality of employee performance. CV. Alam Citra Sarana Intam has a total of 30 employee in all fields. Both primary and secondary data were used in this study with SPSS 26.0 for windows software as a tool in analyzing data using multiple regression. The results obtained from this study are: (1) Simultaneously the independent variables namely surveillance (X1), work discipline (X2), work environment (X3) influence the dependent variable namely employee performance (Y). (2) The variable of surveillance (X1) partially has no effect but the variable of work discipline (X2) and work environment (X3) has an influence on employee performance (Y). (3) The variable that has the dominant influence is work discipline (X2).

Keywords — surveillance, work discipline, work environment, employee performance

1. Introduction

Human resources (HR) are a very important driving factor in running a business or organization so that they can coordinate all activities so that they run smoothly and in accordance with company goals. Companies in running their business will certainly choose employees who prioritize loyalty starting from time discipline and making a big contribution to the company because this will be able to provide benefits to the company. The profits obtained by the company are usually due to employee performance which can be categorized as very good, creating a conducive and comfortable work environment as well as having a good level of time discipline, and good cooperation between the company and employees.

Employee performance is everything produced by employees itself and can be assessed based on quantity, quality, timeliness, creativity

and cooperation [1]. Employee with excellent performance can provide benefits for the company. Performance itself is the result of implementing an organization's work plan carried out by management and employees (HR) who work to achieve the organization's goals [2].

Surveillance carried out by the leadership by providing regulatory information about existing regulations at the company's location and continuing to monitor employee performance will certainly give employees an idea of how important the level of discipline is at work. Surveillance is what is done, namely the results of the work, evaluating the results of the work and if necessary taking corrective action so that the work produced is in accordance with the plan [3].

Work discipline is a form of awareness, desire and willingness to work carried out by employees by prioritizing common interests.



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Discipline is a form of awareness and willingness to comply with all the rules and various social norms that exist in a company [4]. Implementing good work discipline will provide a focused atmosphere, creating an orderly and pleasant work environment and influencing good employee performance as well [5].

The work environment is a collection of aspects internal and external organizations either directly or indirectly influence management activities in achieving an organizational goal [6]. The work environment is also said to be everything that is around the employee in physical form or non-physical things that can affect him and his work while working [7]. Based on several definition, it's mean a good work environment will create employees feel comfortable and safe so employees can finish the job on the time [8].

CV Alam Citra Sarana Intam is a company engaged in shrimp cultivation in Situbondo Regency. This company has 30 employees. This company has a total of 18 pools with 2 technicians and 1 assistant. The targets set in this company vary between 90-120 days. CV Alam Citra Sarana Intam, in running its business, faces several problems that are often faced, for example related to work discipline where employees who come do not come according to the time determined by the company, even employees who do not come to work do not give permission letters to the management.

Another problem is that feeding shrimp does not comply with the regulations set by the company, so if this continues, it will have a detrimental impact on the company. Late feeding will create cannibalism in shrimp and the shrimp's appetite will decrease due to stress, which can affect the weight of the shrimp. If the shrimp continue to be stressed, apart from experiencing a decrease in weight, it will also affect the growth of the shrimp, resulting in a setback in the harvesting process.

This problem arises due to a lack of strict surveillance by the leader or coordinator so that the level of discipline possessed by each employee varies greatly and tends not to comply with the established regulations. Increased discipline that is not conducive will certainly create an uncomfortable work environment and

impact employee performance which is not optimal.

Based on the background explanation above, the researcher is interested in conducting research at the CV Alam Citra Sarana Intam Situbondo Company. Researchers conducted research entitled "The Influence of Surveillance, Work Discipline and Work Environment on the Performance of Vannamei Shrimp Cultivation Employees at CV Alam Citra Sarana Intam Situbondo".

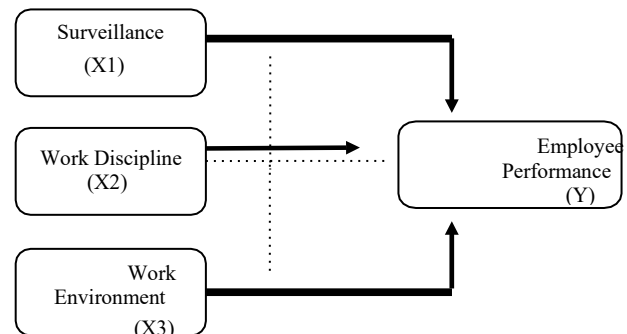


Figure 1. Research Framework

2. Method

This research has similarities with previous research, namely that they both use the independent variables surveillance, work environment, work discipline and the dependent variable, namely employee performance. Another fundamental difference in this research lies in research object and research period, this research was conducted at CV Alam Citra Sarana Intam in the 2022-2023 period where previous research had been carried out in previous years, where the business phenomena that occurred were different from now. The location of the research carried out is also different from previous research.

This study employs a quantitative approach using a survey method. The data collection methods used were interviews, questionnaires, observation and literature study [9]. The population consists of 30 employees at CV Alam Citra Sarana Intam with the method used in this research is a non-probability technique method namely a saturated sample or what is called total sampling [10]. In this research sample has the same meaning as census or making all parts of the population as samples. [11] It's means the

sample in this study was 30 employees at CV Alam Citra Sarana Intam.

There are two variables applied in this research, namely the independent variable and the dependent variable [12]. Employee performance (Y) is the dependent variable, while surveillance (X1), work discipline (X2) and work environment (X3) are the independent variables.

Researchers used a Likert scale in this research. The data collection instruments for this research include primary data, namely observations, interviews, and questionnaires as well as secondary data originating from company documents, books and literature [13].

The method used in this research is to test validity and reliability using a data analysis method in the form of linear multiple regression. Next, analysis of the coefficient of determination, F test, and t test were carried out [14]

3. Discussion

Carrying out research at CV Alam Citra Sarana Intam Situbondo to observe the influence of surveillance, work discipline and work environment on the performance of employees who assist the vannamee shrimp farming process located in Pagar Karang Suboh village, Suboh District, Situbondo Regency. Respondents in this study involved 30 male employees ranging in age from 28 years to more than 40 years old.

3.1. Validity Test Results

The data obtained from respondents' answers was then processed and tested by comparing rcount with rtable. In this calculation and testing, a significance level (α) of 0.05 was used.

Table 1. The result of Validity Test

Variable	Indicator	R Value	Information
Surveillance (X1)	X1.1	0,594	Valid
	X1.2	0,648	Valid
	X1.3	0,746	Valid
	X1.4	0,766	Valid
Work Discipline (X2)	X2.1	0,697	Valid
	X2.2	0,654	Valid
	X2.3	0,713	Valid

	X2.4	0,709	Valid
Variable	Indicator	R Value	Information
Work Environment (X3)	X3.1	0,548	Valid
	X3.2	0,802	Valid
	X3.3	0,696	Valid
	X3.4	0,702	Valid
Employee Performance (Y)	X4.1	0,742	Valid
	X4.2	0,692	Valid
	X4.3	0,671	Valid
	X4.4	0,699	Valid

Based on the table description of the validity test, it shows that this research can be continued because the questionnaire is suitable for use and application during the data collection and data calculation process.

3.2. Reliability Test Results

Equality *Chronbacs's Alpha* in research it is used in measuring reliability. A research instrument can be said to be a reliable research instrument if the results are of value *Chronbacs's Alpha* > 60% (0.06), and vice versa if the results *Chronbacs's Alpha* < 60% (0.06) indicates that the research tool is unreliable.

Table 2. The result of Reliability Test

Cronbach's Alpha	N of Items
,803	16

The research results in the table show the value results *Cronbach's Alpha* amounting to 0.803 (80.3%) which of course is a result greater than 0.60 (60%) so that all question items asked in this research are declared reliable.

3.3. Multiple Linear Regression Analysis

The analysis process in research can explain the influence of surveillance (X1), work discipline (X2), work environment (X3) toward of employee performance (Y).

Table 3. The results of the multiple linear regression analysis

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	.690	1.072		.644	.525
Surveillance	-.087	.045	-.082	-1.917	.066
Work Discipline	.948	.042	.974	22.476	.000
Work Environment	.105	.047	.095	2.255	.033

From the results of the table description, the multiple linear regression equation is obtained as follows:

$$Y = 0.690 - 0.087X_1 + 0.948X_2 + 0.105X_3 + e$$

Which mean:

- The constant value is positive, namely 0.690, meaning that if there are no surveillance variables (X1), work discipline (X2) and work environment (X3), the performance variable (Y) is 0.690.
- Regression coefficient (β_1) in the surveillance variable (X1) is -0.087, indicating that every time there is an increase in the Surveillance variable, there is a decrease in the Performance variable (Y) by 0.087.
- Regression coefficient (β_2) in the Work Discipline variable (X2) which is 0.948, indicating that every time there is an increase in the Work Discipline variable, the Performance variable (Y) will increase by 0.948.
- Regression coefficient (β_3) in the Work Environment variable (X3) is 0.105, indicating that every time there is an increase in the Work Environment variable, the Performance variable (Y) will increase by 0.105.

3.4. Analysis of the Coefficient of Determination (*Adjusted R Square*)

Results of analysis of the coefficient of determination (*Adjusted R Square*) as follows:

Table 4. The result of the Coefficient of Determination (*Adjusted R Square*)

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.978 ^a	.957	.952	.363

Based on the table, it is known that the R value is 0.978, so it can be concluded that the level of relationship between the surveillance variables (X1), work discipline (X2), work environment (X3) with a coefficient interval of 0.80-1.00 is classified as very strong.

3.5. F Test Results

F test is a test that aims to determine the influence of independent variables such as having a significant influence simultaneously on the dependent variable.

Table 5. The result of F Test

Model	Sum of Squares	Df	Mean Square	F	Sig.
Regression	75.771	3	25.257	191.482	.000 ^b
1 Residual	3.429	26	.132		
Total	79.200	29			

Based on the table, it shows that the significance value obtained for this research data is 0.000 with a significance level of $0.000 < 0.05$, meaning that the independent variable influences the dependent variable simultaneously.

3.6. t Test Results

t test is a partial test to show the significant influence of variable independent on the dependent variable. The t test results can be seen in the following table.

Table 6. The result of t Test

Variable	Probabil ity Value	Significan t Level	Information
Surveillance	0,066	0,05	Not Significant
Work Discipline	0,00	0,05	Significant
Work Environment	0,033	0,05	Significant

Based on the explanation in the table above, it can be concluded that:

- t test between the Surveillance variable (X1) and the Performance variable (Y) the significance value obtained is $0.66 > 0.05$. So it shows that the Performance variable (Y) is not affected by the Surveillance variable (X1).
- t test between the Work Discipline variable (X2) and the Performance variable (Y), the significance value obtained is $0.000 < 0.05$. So it shows that the Performance variable (Y) is influenced by the Work Discipline variable (X2).
- t test between the Work Environment variable (X3) and the Performance variable (Y) obtained a significance value of $0.033 < 0.05$. So it shows that the Performance variable (Y) is influenced by the Work Environment variable (X3).

4. Discussion

Based on the data analysis above, the following results were obtained:

4.1. Influence of the Independent Variable (X) on the Dependent Variable (Y) Simultaneously

The results of the F test analysis test with a probability value (Sig.) of 0.00 which is smaller than the 5% significance level (0.05). shows that simultaneously the variables surveillance (X1), work discipline (X2), work environment (X3) have a significant influence on employee performance (Y) which shows that the hypothesis is accepted.

4.2. Influence of the Independent Variable (X) on the Dependent Variable (Y) Partially

a. Influence of Surveillance Variables (X1) on Employee Performance (Y)

The probability value (Sig.) of the surveillance variable (X1) is $0.066 > 5\%$ significance level (0.05) which shows that there is no significant influence between surveillance and employee performance. The research results show that leadership variables are not some of the factors that influence employee performance in the company.

b. The Influence of the Work Discipline Variable (X2) on Employee Performance (Y)

The probability value (Sig.) of the work discipline variable (X2) is $0.000 < 5\%$ significant level (0.05) so that there is a significant influence that work discipline has on employee performance. The hypothesis is accepted which shows that changes in work discipline are one of the indicators that influence employee work results in the company.

c. Effect of Work Environment Variables (X3) on Employee Performance (Y)

The probability value (Sig.) of changes in the work environment (X3) is 0.033, which is below the significance level of 5% (0.05). This research shows that the hypothesis is accepted that the work environment is one of the indicators that influences employee work results in the company.

4.3. Variables That Have a Dominant Influence on Employee Performance (Y)

The probability value (Sig.) of the work discipline variable (X2) is 0.000 which is below the significance threshold of 5% (0.05) indicating that the work discipline variable (X2) predominantly influences employee performance. So, it is necessary to always evaluate and improve work discipline as a benchmark for employees to be responsible for the work assigned and able to complete the targets determined by the leadership so that employee performance also increases.



5. Conclusion

Based on the results of data analysis and research discussion at CV. Alam Citra Sarana Intam Situbondo, the conclusions obtained are:

- a. Simultaneous analysis of multiple linear regression (F test), shows that simultaneously the surveillance variables (X1), work discipline (X2), and work environment (X3) have an influence on the employee performance variable (Y).
- b. Partial multiple regression analysis testing (t test) shows that:
 - Surveillance variable (X1) is not significant on employee performance (Y) at CV. Alam Citra Sarana Intam.
 - Work discipline variable (X2) significantly influences employee performance (Y) at CV Alam Citra Sarana Intam.
 - Work environment variable (X3) significantly influences employee performance (Y) at CV Alam Citra Sarana Intam.
 - Employee performance (Y) CV. Alam Citra Sarana Intam is dominantly influenced by the work discipline variable (X2).

Based on the results of data analysis and discussion, the researcher provides the following suggestions:

- The company should implement good work discipline so that workers maintain and increase awareness of the work done in the company.
- Suggestions for other researchers so that they can be used as references even though in the same location it is expected to be able to analyze different factors or variables.

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