

THE INFLUENCE OF WORK ENVIRONMENT AND WORK DISCIPLINE ON EMPLOYEE PERFORMANCE AT THE KARAWANG REGENCY HEALTH SERVICE

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Abstract

Purpose: The purpose of this study is to determine the effect of work environment and work discipline on employee performance at the Karawang Regency Health Office

Research Methodology: The research method used is a quantitative approach. The sampling method used is random sampling by distributing questionnaires to a population of 102 respondents and taking a sample of 81 respondents using the Slovin formula. The study used multiple regression analysis techniques using SPSS version 27 software. The data analysis used includes validity, reliability, normality, multicollinearity, heteroscedasticity, autocorrelation, partial t-test, and simultaneous f-test.

Results: The results of this study prove that there is a partial influence of the Work Environment (X1) on Employee Performance (Y) with a sig value of $0.000 < 0.05$, and there is no partial influence of Work Discipline (X2) on Employee Performance (Y) with a sig value of $0.395 > 0.05$. Additionally, there is a simultaneous influence of the Work Environment (X1) and Work Discipline (X2) on Employee Performance with a sig value of $0.000 < 0.05$.

Limitations: The study was limited to the Karawang Regency Health Office, and the data collection was done through a questionnaire, which may have limitations in capturing the full context of the respondents' perspectives.

Contribution: The findings of this study provide insights into the importance of the work environment and work discipline in improving employee performance, which can be useful for management in developing strategies to enhance organizational effectiveness.

Keywords: Work Environment, Work Discipline, Employee Performance



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1. INTRODUCTION

Now, several companies and organizations rely on human resource (HR) performance to support their operations and development. HR is a crucial aspect that needs attention because quality HR can make a significant contribution to maximizing the company's work results. Good HR performance has a positive impact on the development of the company, while poor HR

performance can hinder it (Abdullah, 2019). Employee performance is a key factor in determining the success and running of the company. Thus, good performance must be encouraged because without adequate performance the organization cannot achieve its goals (Adipradana, 2021). In Indonesia, the government is divided into 2 levels, namely the central and regional governments (Pettalolo, 2019). Karawang City is a regional government that has the Karawang Regency Health Office which is one of the agencies that contributes to this service task. As is well known, with the good performance of the Karawang Regency Health Office, the local government must ensure that the needs of the community are met through increased development and services. However, this will not be successful if employee performance has not reached its maximum level. This is in accordance with the employee performance data that has not been achieved as seen in Table 1:

Table 1. Performance Data at the Karawang Health Office

Month	Target	Realization	Achievement
January	100%	98%	Not Yet Achieved
February	100%	96%	Not Yet Achieved
March	100%	95%	Not Yet Achieved
April	100%	100%	Not Yet Achieved

Source: Karawang Health Office, Personnel Section, 2024.

Based on table 1. shows that in January the total percentage obtained, namely 98%, has not been achieved because there are several activities that have not been carried out, namely health socialization in Rawamerta Village, in February there was a decrease in employee enthusiasm which resulted in a decrease in employee performance at work, namely 96%, and in March there was still no increase but it was still at 95% because many employees had an attitude at work that was less disciplined with time, often traveled during working hours, were too relaxed, were less friendly in serving and did not comply with SOP. So the target achievement is categorized as still not achieved. Until April, the results of the employee performance percentage reached 100% which means that employee performance has been fully achieved.

Work discipline is one of the various aspects that affect employee performance. A good level of discipline shows a person's great responsibility for each task given (Hanafi, 2019). These conditions increase motivation, work enthusiasm and support the achievement of company goals, and an employee needs to have the desire to improve their abilities, including in terms of discipline and performance (Kurniawan, 2019). Each employee in the office has a different level of work discipline (Johan, 2019). This is evidenced by the data on work absences of Karawang Health Office employees in the January-April period which are accumulated as in table 2:

Table 2. Work Absence Data at the Karawang Health Office.

Month	Number of Employees	Work			Achievement
		Day	Hour	Minute	
January	102	28	248	14,880	98%

Month	Number of Employees	Work			Achievement
		Day	Hour	Minute	
February	102	29	232	13,920	97%
March	102	30	240	14,400	95%
April	102	31	248	14,880	100%

Source: Karawang Health Office, Personnel Section, 2024.

Based on table 2, attendance data can be observed, namely the level of absence of Karawang district health office employees still needs to be improved. Based on table 2, it is proven that in March 2023 the total percentage obtained was 98% and in February 2023 the total percentage decreased to 97% and in March 2023 the total percentage increased by 95%. Therefore, it is assumed that management in this case the health manager can provide disciplinary reprimands to all service employees in carrying out their duties.

Employee performance is influenced by the work environment as expressed by Nurkholifa & Budion (2022) A productive work environment helps employees stay safe and productive. When employees feel comfortable in their workplace, they enjoy their work and can use their work time more efficiently. An uncondusive work environment can reduce employee productivity (Putri et al 2019). The researcher also conducted pre-research observations related to the work environment of employees of the Karawang Regency Health Service with the following results:

Table 3. Results of Pre-Research on Work Environment Variables

No.	Statement	Answer	
		Yes	No
1	Is the workplace quiet and free from noise?	82%	18%
2	Are relationships between co-workers harmonious?	80%	20%
3	Is the lighting in the workspace appropriate?	60%	40%
4	Does air circulation in the workspace provide comfort to employees?	77%	23%
5	Is the employee's workplace safe to work in?	50%	50%

Source: Results of Pre-Research in 2024

Based on table 3, 18% of respondents said that the work environment or work atmosphere was still noisy, then 20% of respondents answered that the relationship between co-workers was still less harmonious, 40% of respondents answered that the lighting in the workplace was still lacking where it was still below standard, 23% of respondents answered that air circulation in the work space was still uncomfortable while working, and 50% of respondents answered that workplace security was still less safe. So it can be said that employee performance at the Karawang Regency Health Office needs to be improved again.

These problems have an impact on the low quality of work. A poor work environment and lack of work discipline can lead to a decline in the quality of health services provided to the community. Therefore, it is important for the Karawang Regency Health Office to actively manage the work environment and implement consistent work discipline in order to avoid

negative impacts that can interfere with organizational performance and the quality of health services provided to the community.

This study is relevant to the findings of Andriani et al (2021) which proves that "Work Environment (X1) has a partial and significant positive effect on Employee Performance (Y)". The previous research findings of Adipradana (2021) proved that "partially there is a strong influence between work discipline and employee performance". However, in the research of Muna & Isnawati (2022) it was proven that "work discipline does not have a significant effect on employee performance". And previous research conducted by Anggraini (2023) also proved "there is a significant positive influence simultaneously between the work environment and work discipline on employee performance". Based on the problem phenomena that have been described, the researcher plans to further investigate "The Influence of the Work Environment and Work Discipline on Employee Performance at the Karawang Regency Health Office". The purpose of this study is to determine the impact of the work environment and work discipline on employee performance both partially and simultaneously.

2. LITERATURE REVIEW AND HYPOTHESIS DEVELOPMENT

2.1. Literature Review

Management

According to Al-Munawwir in Sayyidi & Hermawan (2024) the word "management" comes from the Latin "manus", meaning "hand" and "agere", meaning, "to do". The word "manager" means to handle. According to Hidayat & Wijaya in Juhji et al (2020) The management process involves the utilization of organizational resources through other parties to achieve specific targets or goals. Referring to the views that have been conveyed, management can be synthesized as the process of planning, organizing, managing, and regulating activities in order to achieve organizational targets efficiently and effectively by utilizing available resources.

Human Resource Management

As stated in Sinambela (2021) Human Resource Management can generally be defined as including all processes in the form of planning, organizing, directing and supervising related to the provision, training, allocation, compensation, development, integration, maintaining and releasing human resources in order to achieve various targets for individuals, communities and related organizations. Referring to Jamaludin & Romli (2022) HR is a major asset that needs to be maintained properly. With regular and systematic management, HR will achieve adequate quality and have high competitiveness.

Work Environment

According to Suhardi (2019) the work environment is defined as everything that is broad, including everything around employees who work and can affect their work. As stated in Syardiansah & Utami (2019) Things like cleanliness, equipment, music and the relationship between employees and managers are important components that can affect their performance. According to Yudianto and Ardianto in Mestika & Malau (2020) a conducive work environment is a comfortable and safe workplace for its workers.

Indicators of the Work Environment in Nitisemito (2020) include: 1) Work Situation, 2) Relationships with Coworkers, 3) Availability of Work Facilities.

Work Discipline

Referring to Rahman (2018) work discipline is the willingness of individuals to follow the rules and procedures set by their workplace. Good employee discipline will have a faster impact on achieving company goals, but weak employee discipline has a big impact on results, of course it will slow down the achievement of company goals. As stated in Husain (2017) Managers use work discipline as a communication tool, managers can encourage employees to change their behavior, increase awareness, and improve their readiness in an effort to increase work productivity. Work discipline is defined as awareness of all rules and norms in the organization and encourages them to be obeyed (Aprilynn et al 2018).

Indicators of work discipline in Hasibuan (2019) include: 1) Goals and abilities, 2) Rewards, 3) Justice.

Employee Performance

According to Panuluh & Gilang (2019) employee performance is defined as the results of work and behavior shown by employees at certain times to carry out the tasks and responsibilities entrusted to them. According to Feel et al (2018) employee performance is an output based on individual efforts that are evaluated through work assessments, aiming to achieve the best results and increase productivity in the tasks carried out, training, and motivation given to them. Not only that, according to Larasati (2018) employee performance is the output of a completed process and is measured within a certain period of time based on the agreed requirements and agreements. Robbins (2018) states that performance indicators include: 1) Work Quality, 2) Quantity, 3) On Time.

2.2. Hypothesis Development

The Influence of the Work Environment on Employee Performance

The work environment factor plays a very important role in determining employee performance because it has an impact on improving the overall performance of the organization. Based on previous research conducted by Dwi & Ismoyo (2023) "The work environment has a positive impact on employee performance". Therefore, the hypothesis proposed is that the work environment has a positive effect on employee performance.

The Influence of Work Discipline on Employee Performance

As stated in (Husain, 2017) work discipline includes strategies implemented by managers in interacting with employees, aimed at employees trying to change habits and increase their understanding and willingness to be able to follow all the rules and social norms that exist in the company. As the findings of a study conducted by Adipradana (2021) prove that "partially there is a strong influence between work discipline and employee performance". So the suggested hypothesis is that work discipline has a positive effect on employee performance.

The Influence of the Work Environment and Work Discipline on Employee Performance

Performance is the result of work carried out in terms of quality and quantity, as well as the actual behavior shown by certain parties in order to implement tasks according to their obligations and roles in the company. The influence of the work environment and work discipline on employee performance can be seen based on a previous study conducted by

Anggraini (2023) "the work environment and work discipline simultaneously have a significant positive effect on employee performance". Based on the explanation in the framework of thought, a research paradigm can be compiled which is explained below:

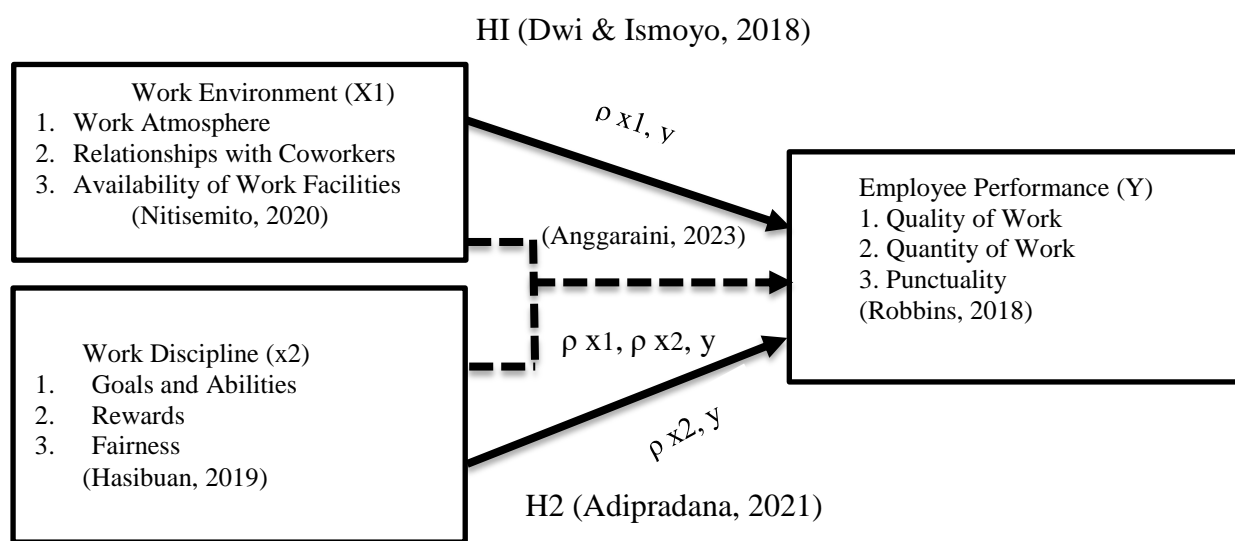


Figure 1. Research Paradigm

Referring to Figure 1, a general hypothesis can be formulated that will be proposed in the multiple linear regression analysis, namely "Work Environment (X1) and Work Discipline (X2) on Employee Performance (Y)":

H1: There is a significant influence between work environment variables on employee performance partially.

H2: There is a significant influence between work discipline variables on employee performance partially.

H3: There is a significant influence between work environment and work discipline variables on employee performance simultaneously.

3. RESEARCH METHODOLOGY

The method applied is quantitative descriptive. And in the data collection process using a closed questionnaire. The population used is the generalization area consisting of 102 civil servant employees of the Karawang district health office. The sample of this study was 81 civil servant employees using the Slovin formula. The sampling technique uses random sampling. The data collection technique is interviewing, observing and distributing questionnaires. The questionnaire was given to respondents directly to the Karawang district health office employees. This study uses primary data sources and secondary data, namely the profile of the Karawang district health office and from journals that are related to the research variables, as well as the results of previous studies. The analysis technique of this study is to use multiple linear regression.

4. RESULTS AND DISCUSSIONS**4.1 Results**

Table 4. Validity Test Results

Variable	Statement	Total Pearson Corelation	r Table	Status
Work environment (X1)	X1.1	0.772	0.361	valid
	X1.2	0.798	0.361	valid
	X1.3	0.867	0.361	valid
	X1.4	0.827	0.361	valid
	X1.5	0.749	0.361	valid
	X1.6	0.857	0.361	valid
	X1.7	0.809	0.361	valid
	X1.8	0,740	0.361	valid
	X1.9	0.725	0.361	valid
	X1.10	0.446	0.361	valid
Work Discipline (X2)	X2.1	0.733	0.361	valid
	X2.2	0,590	0.361	valid
	X2.3	0.473	0.361	valid
	X2.4	0.472	0.361	valid
	X2.5	0.646	0.361	valid
	X2.6	0,500	0.361	valid
	X2.7	0.574	0.361	valid
	X2.8	0.547	0.361	valid
	X2.9	0.684	0.361	valid
	X2.10	0.408	0.361	valid
Employee Performance (Y)	Y.1	0.702	0.361	valid
	Y.2	0.723	0.361	valid
	Y.3	0.808	0.361	valid
	Y.4	0.735	0.361	valid
	Y.5	0.376	0.361	valid
	Y.6	0.687	0.361	valid
	Y.7	0.603	0.361	valid
	Y.8	0.803	0.361	valid
	Y.9	0.671	0.361	valid
	Y.10	0.663	0.361	valid

Source: Data Processed by Researchers, 2024.

Referring to the validity test processing in table 4, the figure obtained from the Total Pearson Correlation > r Table (df: 30- 2=28) is 0.361. Because the figure is > 0.361, each variable can be said to be very valid.

Table 5. Reliability Test Result

Variable	Cronbach's Alpha	N of Items	Status
Work Environment (X1)	0.919	10	Reliable
Work Discipline (X2)	0.756	10	Reliable
Employee Performance (Y)	0.87	10	Reliable

Source: Data Processed by Researchers, 2024.

Referring to table 5, it can be seen that the results of the analysis show that the Cronbach's alpha value for each variable is > 0.60 , this can be categorized as reliable.

Classical Assumption Test

1. Normality Test

Table 6. Normality Test

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		81
Normal Parameters ^{a,b}	Mean	.0000000
	Std. Deviation	7.10426725
Most Extreme Differences	Absolute	.056
	Positive	.043
	Negative	-.056
Test Statistic		.056
Asymp. Sig. (2-tailed) ^c		.200 ^d
Monte Carlo Sig. (2-tailed) ^e	Sig.	.759
	99% Confidence Interval	Lower Bound
		Upper Bound

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

d. This is a lower bound of the true significance.

e. Lilliefors' method based on 10000 Monte Carlo samples with starting seed 1314643744.

Source: SPSS27 Data Processing Results, 2024.

Based on table 6, it can be seen that the findings of the Kolmogorov-Smirnov normality test obtained sig > 0.05 , which is 0.770. This condition can be said that the variables meet the normality assumption.

Multicollinearity Test

Multicollinearity can be tested using the Variance Inflation Factor (VIF) and tolerance value. It is said that there is no multicollinearity, namely the VIF value < 10 and the tolerance value > 0.10 . The findings of the multicollinearity test can be seen from table 7:

Table 7. Multicollinearity Test

		Coefficients ^a					
		Unstandardized Coefficients	Standardized Coefficients			Collinearity Statistics	
Model		B	Std. Error	Beta	T	Sig.	Tolerance VIF
1	(Constant)	20.054	4.700		4.266	.000	

Work Environment	.578	.088	.644	6.550	.000	.826	1.211
Work Dicipline	-.114	.133	-.084	-.856	.395	.826	1.211

a. Dependent Variable: Employee Performance

Source: SPSS27 Data Processing Results, 2024.

Referring to table 7, the results of the multicollinearity test on the tolerance value of the Work Environment (X1) and Work Dicipline (X2) variables are $0.826 > 0.10$. For the VIF value on the Work Environment (X1) and Work Dicipline (X2) variables is $1.211 < 10$, thus it can be stated that there is no multicollinearity.

Heteroscedasticity Test

Table 8. Heteroscedasticity Test

Model	Unstandardized Coefficients		Standardized Coefficients		T	Sig.
	B	Std. Error	Beta			
1 (Constant)	.027	2.990			.009	.993
Work Environment	.012	.056	.026		.215	.830
Work Dicipline	-.109	.085	.158		1.291	.201

Source: SPSS27 Data Processing Results, 2024.

Referring to table 8, it shows that the sig. value of the Work Environment variable is $0.830 > 0.05$, it can be stated that the variable is free from symptoms of heteroscedasticity. Then on the sig. Work Dicipline variable is $0.201 > 0.05$ it can be said that the variable does not have heteroscedasticity.

Autocorrelation Test

The autocorrelation test in this study was carried out using the Durbin-Watson test. The following are the findings obtained from the test:

Table 9. Autocorrelation Test

Model Summary				
Model	R	R Square	Adjusted R Square	Durbin-Watson
1	.614 ^a	.377	.361	1.877
a. Predictors: (Constant), Work environment, work dicipline				

Source: SPSS27 Data Processing Results, 2024.

Referring to table 9, it proves that the findings of the Durbin Watson autocorrelation test (d) value are 1.877 located between the du values, namely using a significant value of 5% with a total sample of 81 (n) and many independent variables as many as 2 (k-2) which produces 1,689 and (4-du) namely 2,311 ($du < d < 4-du$). Therefore, it can be assumed that there is no autocorrelation in the regression model applied in the study.

Multiple Regression Analysis

Partial t Test

Table 10. Partial t Test

Model	Coefficients ^a			t	Sig.
	Unstandardized Coefficients		Standardized Coefficients		
	B	Std. Error	Beta		
1 (Constant)	20,054	4,700		4,266	,000
Work Environment	,578	,088	,644	6,550	,000
Work Discipline	-,114	,133	-,084	-,856	,395

a. Dependent Variable: Employee Performance (Y)

Source: SPSS27 Data Processing Results, 2024.

Referring to table 10, the t-count value is $6.550 > t \text{ table } 1.990$ and the significance value (Sig.) $0.000 < 0.005$, it can be concluded that H_0 is rejected and H_1 is accepted, meaning "Work Environment (X_1) has a significant effect on Performance (Y)". Based on the table above, the multiple regression equation is:

$$Y = a + b_1X_1 + b_2X_2 + e$$

$$Y = 20.054 + 0.578X_1 + (-0.114) X_2$$

The model can be interpreted as:

1. Constant (a) which is 20.054 means that if the independent variables Work Environment and Work Discipline are constant, the magnitude of the variable related to employee performance is 20.054 units.
2. Work Environment (X_1) has a coefficient value of 0.578. This condition proves that the coefficient of the Work Environment variable (X_1) has a positive (unidirectional) effect on Performance (Y).
3. Work Discipline (X_2) has a coefficient value of (-0.114). This condition proves that the coefficient of the Work Discipline variable (X_2) has a negative (opposite) effect on Employee Performance (Y).

Simultaneous f-test

Table 11. Simultaneous f-test

ANOVA ^a						
Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	1726,678	2	863,580	23,580	.000 ^b
	Residual	2855,865	78	46,614		
	Total	4582,543	80			

a. Dependent Variable: Employee Performance

b. Predictors: (Constant), Work Environment, Work Discipline

Source: SPSS27 Data Processing Results, 2024.

Referring to the output results of table 11, anova obtained the Fcount value reaching $23.580 > F \text{ table } 3.11$ and the significance value is $0.000 < 0.05$, it can be concluded that H_1 is accepted and

H0 is rejected, meaning "Work Environment (X1) and Work Discipline (X2) have a significant effect on Performance (Y)".

Determination Coefficient

Table 12. Determination Coefficient Test

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,614 ^a	,377	,361	6,051
a. Predictors: (Constant), Work environment, work discipline				

Source: SPSS27 Data Processing Results, 2024.

Referring to the output results of table 12, the summary model obtained an Adjusted R Square value (determinant coefficient) reaching 0.377, so it can be said that the influence of the independent variables X1, XY2 on the independent variables is 37.7%. Meanwhile, the other 62.3% is influenced by other aspects.

4.2 Discussions

The Influence of the Work Environment on Employee Performance

Referring to the findings of the study that has been conducted, an explanation was obtained regarding the Work Environment having a significant and positive partial effect on Employee Performance. The findings of the study were strengthened by partial testing, where the findings of the t-test obtained a calculated t value (6,550) > t table (1,990) with a significance level of 0.000 < 0.05, meaning that H0 was rejected and H1 was accepted. Therefore, it can be proven that the work environment partially affects employee performance. The findings of this study are in line with the study of Dwi & Ismoyo (2023), namely "The work environment has a partial and significant positive effect on employee performance".

The Influence of Work Discipline on Employee Performance

Referring to the findings of the study that has been carried out, namely that partially Work Discipline does not have a significant effect and has a negative value on Employee Performance. The findings of the study were strengthened by partial testing, where the results of the t-test obtained a calculated t value (-0.856) < t table (1.990) with a significance level of 0.395 > 0.05 meaning that H0 is accepted and H2 is rejected. Therefore, it can be said that work discipline does not partially affect employee performance. Therefore, the findings of this study do not agree with the Adipradana study (2021) which concluded that partially work discipline has a significant positive effect on employee performance.

Simultaneous Influence of Work Discipline and Work Environment on Employee Performance

Based on the F or simultaneous test, the F value was obtained 23,580 > 3.11 with a significance level of 0.000 < 0.05 and it can be concluded that H3 is accepted and H0 is rejected. Therefore, it

can be said that there is a significant influence between the work environment variables and work discipline simultaneously on the dependent variable, namely employee performance. Thus, this finding is in line with Anggraini's research (2023) which concluded that "Simultaneously, the work environment and work discipline have a significant positive effect on employee performance."

5. CONCLUSION

As explained through research that has been carried out by utilizing descriptive and verification analysis so that conclusions can be drawn:

1. Work Environment (X1) has a partial and significant effect on Employee Performance (Y) with a significant value of $0.000 < 0.05$. So it can be said that the Work Environment has a positive relationship and can affect Employee Performance.
2. Work Discipline (X2) does not have a partial and significant effect on Employee Performance (Y) with a significant value of $0.395 > 0.05$. So it can be said that Work Discipline has a negative relationship and does not affect Employee Performance.
3. There is a simultaneous and significant influence between the variables Work Environment (X1), Work Discipline (X2) on Employee Performance (Y) with a significant value of $0.000 < 0.05$. So it can be said that the Work Environment and Work Discipline have a positive relationship and can affect Employee Performance.

By considering the conclusions that have been explained, several suggestions can be put forward, namely:

1. The Karawang Regency Health Office is advised to further improve the quality of employee performance, especially by improving discipline so that the work results achieved can be more optimal.
2. Future researchers are expected to be able to update this research, namely by including other variables that affect employee performance and expanding existing theories. In addition, the use of different data analysis techniques is also recommended to deepen understanding in the field of HR management.

LIMITATION AND STUDY FORWARD

This study is not without limitations. The primary limitations are:

1. Scope of the Study: The study was limited to the Karawang Regency Health Office, which may limit the generalizability of the findings to other organizations or sectors.
2. Data Collection Method: The data was collected through a questionnaire survey, which may have limitations in capturing the full context and nuances of the respondents' perspectives on the work environment, work discipline, and employee performance.
3. Variables Considered: The study focused on the influence of work environment and work discipline on employee performance. There may be other factors that can impact employee performance that were not included in this study.

Future research can address these limitations and expand the scope of the study:

1. Expand the Scope: Future studies can replicate this research in different organizational settings or sectors to validate the findings and enhance the generalizability of the results.
2. Adopt Mixed-Methods Approach: Incorporating qualitative methods, such as interviews or focus group discussions, alongside the quantitative survey can provide deeper insights into the research phenomena.
3. Investigate Additional Factors: Future researchers can explore the influence of other potential factors, such as leadership, job satisfaction, or organizational culture, on employee performance.
4. Longitudinal Approach: A longitudinal study design can help capture the dynamic nature of work environment, work discipline, and their impact on employee performance over time.
5. Explore Moderating/Mediating Variables: Investigating the potential moderating or mediating variables that may influence the relationships between the key variables can further enrich the understanding of the underlying mechanisms.

By addressing these limitations and expanding the scope of future research, scholars can contribute to a more comprehensive understanding of the factors that influence employee performance, which can inform organizational strategies and practices for enhancing workforce productivity and effectiveness.

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