Journal of Economics and Business Letters

ISSN: 2798-8651 & E-ISSN: 2798-4885

available at http: www.privietlab.org

Journal of Economics and Business Letters, 2023, 3 (2), 10-17

The effect of work discipline and physical work environment on employee performance at PT. Jaya Persada Indonesia East Jakarta

Kemas Vivi Andayani* & Malik Fadhli Tibaat

Fakultas Ekonomi dan Bisnis, Universitas Pamulang
*Corresponding author: dosen01342@unpam.ac.id

Received: 2 April 2023 **Accepted:** 13 April 2023 **DOI:** https://doi.org/10.55942/jebl.v3i2.201

ABSTRACT

This research aims to determine how the influence of work discipline and physical work environment on the performance of employees at PT. Jaya Persada Indonesia East Jakarta, to find out how the influence of work discipline on employee performance at PT. Jaya Persada Indonesia East Jakarta, and to find out how the physical work environment influences the performance of employees at PT. Jaya Persada Indonesia. The research method used in this study is a quantitative method with an associative approach. The data collection method used is a questionnaire, using a saturated sampling technique or the entire population as a sample, namely 63 respondents. The analytical method used in this study is the validity test, reliability test, normality test, multicollinearity test, heteroscedasticity test, autocorrelation test, multiple linear regression test, correlation coefficient, coefficient of determination, T-test, and F test. Partial work discipline variable (XI) obtained t count > t table (6.805 > 1.670). This is also reinforced by a significant value of 0.000 <0.005. This means that work discipline has a positive effect on employee performance. The statistical test of the physical work environment variable (X2) obtained the t count > t table (11.651 > 1.670). This was also reinforced by a significant value of 0.001 <0.05. It means that the physical work environment significantly affects employee performance. Simultaneous hypothesis testing obtained f count > f table or (96,311 > 3,150). This was also reinforced by a significant value of 0.000 <0.05. So it can be said that work discipline and physical work environment significantly affect employee performance. The coefficient of determination obtained an R square value of 0.701, meaning that work discipline and the physical work environment contribute 70.1% to employee performance. At the same time, the remaining 29.9% is influenced by other factors not examined in this study.

Keywords : Work Discipline. Physical Work Environment, Employee Performance

1. INTRODUCTION

Organizational goals can be achieved by improving the quality of resources within the organization (Darda et al., 2022; Herwanto & Radiansyah, 2022; Sanusi, 2022). One of the resources that determine the success of an organization is human resources, Every company definitely wants employees who have good performance (Priyono, 2010; Tsauri, 2013), high morale (Suherman et al., 2022), integrity by upholding morals and ethics (Ismanto et al., 2022), and have innovation and creativity at work (Arifin et al., 2022).

PT. Jaya Persada Indonesia East Jakarta is a property company committed to running property projects on beauty and environmental friendliness (go green), PT. Jaya Persada Indonesia East Jakarta was officially established on September 7, 2014. At this time, PT. Jaya Persada Indonesia still wants to improve the performance of all its employees due to the demands of competition from other property companies. If employees have sufficient individual abilities, they are expected to have good performance, supported by the level of effort from employees for the company, namely, work ethics and attendance to complete good work.

Therefore, employee performance is considered an essential part of the company because it is directly related to the results of the abilities and skills of all human resources, which are the main brain of the company to help achieve its primary goals. To create high performance, it is necessary to increase optimal performance and utilize the potential of human resources employees possess to create organizational goals to contribute positively to organizational development. Therefore it is essential to create a conducive work environment and good work discipline to encourage the creation of professional attitudes and actions in completing work following their

respective fields and responsibilities (Herwanto & Radiansyah, 2022; Nerson, 2023).

According to (Sinambela, 2016), "Performance is the implementation and improvement of the work by the responsibilities so that the results can be achieved as expected". Employee performance as a function of the interaction between ability and motivation. Employee performance depends not only on their ability to complete tasks but also on the work environment and work discipline that employees have.

Based on pre-research, researchers saw that work discipline at PT. Jaya Persada Indonesia East Jakarta has experienced a decline. It can be seen in the attendance table as follows:

Table 1
Data Recapitulation of Employee Performance Assessment Results at PT. Jaya Persada Indonesia East Jakarta

Yang Element rated	Year 2019	information	Year 2020	Information	Year 2021	Information
Discipline	87%	Good	80%	Enough	72%	Enough
Cooperation	85%	Good	83%	Good	80%	Good
Leadership	88%	Good	84%	Good	81%	Enough
Commitment	86.5%	Good	81%	Good	74%	Enough
Integrity	84.5%	Good	80%	Good	75.5%	Enough

Source: Internal Data PT. Jaya Persada Indonesia East Jakarta

Based on table 1, it can be seen that the performance appraisal from 2019 to 2021 continues to experience a decline in all elements. Significant elements have decreased in the assessment of work implementation, namely discipline, cooperation, leadership, commitment, and integrity. Where the value of the discipline element from 2019 was 87, there was a decrease in 2020 by 80 and continued in 2021 by 72. It happened because some employees are indisciplined for commitment problems. After all, employees cannot complete the assigned tasks on time, so these employees are not committed and responsible for the tasks that have been given.

Meanwhile, leadership issues have also experienced a significant decline since 2021. It is due to leaders not responding quickly to factual issues. Furthermore, the last thing is that cooperation between employees has also decreased because there are still some employees who lack competence and lack of creativity in these employees, such as the problem of lack of good communication issues, which makes there is no will to start a change towards better at work. The problems above are essential things to pay attention to concerning employee performance. It is shown by their efforts in carrying out and producing outputs related to their duties and work. The performance of employees in an organization is prioritized in achieving the success of these goals. The factors that affect performance include discipline and the physical work environment.

2. STUDYLITERATURE

Stanton (2012) narrowly defines a product as a set of physical attributes that can be identified in a tangible form. Meanwhile, in general, a set of tangible and intangible attributes, including color, precision, price, product reputation, retail outlet's good name, and factory services and retailer services received by buyers to satisfy their needs and wants. So it means that the product results from the production process carried out by producers or companies, which will later be sold to consumers who need it. It can also be said to be a good/service that has added value or provides benefits to its users resulting from the production process. Most of a company's income comes from the products it sells to consumers, and consumers will buy these products for their daily needs and to fulfill their satisfaction. Currently, many companies think that consumers prefer products that are relatively cheap but have good quality.

1. Work Discipline
According Edy et al (2016) argues that "Work discipline is an attitude of willingness and willingness of a person to obey and obey the norms of regulations that apply around him". According to Hasibuan (2016) "Discipline is the most important HRM operative function because the better the employee discipline, the higher the work performance that can be achieved." According to Malayu SP Hasibuan (2016), basically there are indicators that affect the level of employee discipline, including

a. Exemplary Leaders, leaders are used as role models and role models by their subordinates, leaders must set a good example, be well-disciplined, honest, fair, and according to words with deeds.
b. Waskat (attached supervision), the real and most effective action in realizing the discipline of the company's employees.
c. Firmness, action to punish every employee who is disciplinary in accordance with the sanctions that have been determined.
d. Penal sanctions play an important role in maintaining employee discipline, they will be increasingly afraid of violating company regulations, the attitude and disciplinary behavior of employees will decrease.
e. Fairness, the basis of wisdom in giving remuneration (recognition) or punishment will stimulate the creation of good employee discipline.

2. Physical Work Environment
According to Siagian (2012), the work environment is where employees carry out their daily work. Meanwhile, Silalahi, in the journal Danang Prasetya and Fariz (2020), "work environment is all elements both inside and outside the organization's boundaries, both those that have a direct or indirect impact on managerial activities to achieve organizational goals". According to Sedamayanti (2017), "All physical conditions that exist around the workplace and can affect employees, and indicators of the physical work environment can be measured through:"

a. Lighting. Lighting in the employee's work space plays a very importan t role in boosting employee morale so that they will be able to show good work results, which means that adequate workplace lighting is very helpful for the success of the company's operational activities.
b. Air Temperature, The human body always tries to maintain a normal state, with a perfect body system so that it can adapt to changes that occur outside the body.
c. Noise at Work, Noise disturbs concentration, nobody likes to hear noise, therefore noise is a nuisance to someone.
d. Job security, the feeling of security for employees is very influential on the enthusiasm and enthusiasm of employees.

If the workplace i not safe, the employee will become restless, unable to concentrate on his work and the employee's morale will decrease.

3. Performance

According Sunarsi (2018), "Employee performance is achieved by employees, employees consider work performance, workability is related to the use of office equipment". Therefore companies must improve the performance of their employees by improving the physical environment in the workplace for all employees in the company so that each employee can get a productive workplace. According to Hasibuan (2016), "Performance is a result achieved by a person in carrying out the tasks assigned to him". According to Dharma in Heryanto (2018), Performance Indicators are as follows:

a. Quality of Work, the amount that must be completed or achieved. Qualitative measurement involves calculating the output of the process or implementation of activities. This relates to the amount of output produced.
b. Work Quantity, the quality that must be produced (whether or not). The qualitative measurement of the output reflects the measurement of the level of satisfaction, namely how well the completion is. This relates to the output form.
c. Timeliness, which is in accordance with the planned time. Timeliness measurement is a special type that determines the timeliness of completion of activities.

3. RESEARCH HYPOTHESIS

According to Suharsimi Arikunto (2010), this hypothesis is defined as an alternative to alleged answers made by research for the problems raised in the research. The alleged answer is a temporary truth, which of course will be tested for its truth with data collected through research. With this position, the hypothesis can turn into the truth, but it can fall from the truth. For this study the hypothesis is as follows: Discipline independent variable hypothesis, namely H0: r = 0 We assume that Discipline (X1) has a positive and significant effect on employee performance (Y), H1: r ≠ 0 We assume that Discipline (X1) does not have a positive and significant influence on Employee Performance (Y).

While the hypothesis on the independent variable Physical Work Environment is H0: r = 0, We assume that the Physical Work Environment (X2) positively and significantly influences Employee Performance (Y), H2: r ≠ 0. We assume that the Physical Work Environment (X2) does not positively and significantly affect employee performance (Y).

The state of mind is a short description of the symptom that is the subject of the problem. The main criterion for a frame of mind to convince other scientists is a logical idea to create a frame that concludes as a hypothesis (Sugiyono, 2018). Sugiyono states, "Population is a generalized area consisting of objects or subjects that have certain quantities and characteristics that researchers apply to study, and then conclusions are drawn." Based on where the researchers were determined, the population used as the study's object were all employees working at PT. Jaya Persada Indonesia, East Jakarta, with a total of 63 employees.

Sugiyono (2017) states, "Sample is the number and characteristics of the population. The sampling technique used is a saturated sample. Sugiyono (2017) states, "Unsaturated sampling is a sampling technique when all members of the population are used as samples". The Sample used in this research is 63 employees from PT. Jaya Persada Indonesia East Jakarta.used in this research is 63 employees from PT. Jaya Persada Indonesia East Jakarta.

4. RESULTS AND DISCUSSION

I. TESTING OF RESEARCH DATA INSTRUMENTS

1) Validity test

Data tools are needed for testing to find out that the variables studied have a function of proof, including validity and reliability tests.

Table 2
Validity Test Results Based on Work Discipline Variables (X1)

No	Statement	R Count	R Table	Decision
1	Statement 1	0.642	0.248	Valid
2	Statement 2	0.566	0.248	Valid
3	Statement 3	0.318	0.248	Valid
4	Statement 4	0.382	0.248	Valid
5	Statement 5	0.429	0.248	Valid
6	Statement 6	0.478	0.248	Valid
7	Statement 7	0.465	0.248	Valid
8	Statement 8	0.579	0.248	Valid
9	Statement 9	0.541	0.248	Valid
10	Statement10	0.519	0.248	Valid

Source: Processed data, (2023)

Based on the data in the table above, the Work Discipline variable (X1) obtained the value of r count > r table (0.248), thus all questionnaire items were declared valid. For this reason, the questionnaire used is feasible to be processed as research data

Tabel 3
Validity Test Results Based on Physical Work Environment Variables (X2)

No	Statement	R Count	R Table	Decision
1	Statement 1	0.481	0.248	Valid
2	Statement 2	0.405	0.248	Valid
3	Statement 3	0.402	0.248	Valid
4	Statement 4	0.320	0.248	Valid
5	Statement 5	0.356	0.248	Valid
6	Statement 6	0.357	0.248	Valid
7	Statement 7	0.410	0.248	Valid
8	Statement 8	0.290	0.248	Valid
9	Statement 9	0.429	0.248	Valid
10	Statement10	0.441	0.248	Valid

Source: Processed data, (2023)

Based on the data in the table above, the Physical Work Environment variable (X2) obtained the value of r count > r table (0.248). Thus all questionnaire items were declared valid. For this reason, the questionnaire used is feasible to be processed as research data.

2) Instrument Reliability Test

The results of the reliability test using the Statistical Package for Social Science (SPSS) software for window version 25, the results are as follows:

Table 4
Independent and Dependent Variable Reliability Test Results

Variable	Cronbatch Alpha	Cronbatch standard Alpha	Decision
Work Discipline	0.881	0.600	Reliable
Physical Work Environment	0.845	0.600	Reliable
Employee performance	0.824	0.600	Reliable

Source: Processed data, (2023)

Based on the test results in the table above shows that the variables of Work Discipline (X1), Physical Work Environment (X2), and Employee Performance (Y) are declared reliable. It is evidenced by each variable having a Cronbach Alpha value greater than 0.600

II. Classical Assumption Test (Data Prerequisite Test)

Classical hypothesis testing is used to determine the accuracy of the data or the importance of the relationship between the independent variables and the dependent variable so that the analysis results can be interpreted more accurately and efficiently, avoiding weaknesses that arise because classic symptoms are still present. Assuming whether or not the data exists. Testing was carried out with SPSS software version 25. This study's classic hypothesis testing consisted of a standard state test, multiple linearity test, autocorrelation test, and heterogeneity test.

1) Normality test

The normality test in this study used the Kolmogorov-Smirnov test with a significance of α > 0.050. The results of the standard condition test with the Kolmogorov-Smirnov are as follows:

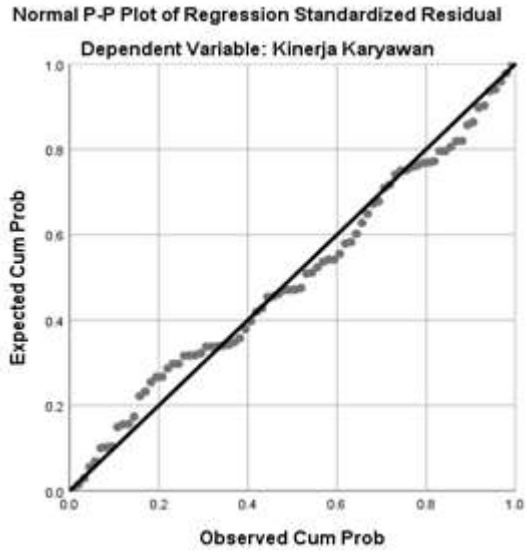
Table 5
Normality Test Results With the Kolmogorov-Smirnov Test

One-Sample Kolmogorov-Smirnov Test		
		Unstandardized Predicted Value
N		63
Normal Parameters[a,b]	Mean	38.2470588
	Std. Deviation	4.63598174
Most Extreme Differences	Absolute	.066
	Positive	.066
	Negative	-.057
Test Statistic		.066
Asymp. Sig. (2-tailed)		.100[c,d]
a. Test distribution is Normal.		
b. Calculated from data.		
c. Lilliefors Significance Correction.		
d. This is a lower bound of the true significance.		

Source: Processed data, (2023)

Based on the test results in the table above, a significance value of 0.100 > 0.050 was obtained. Thus, the assumption of the distribution of equations in this test is normal.

Figure 6
Graph of PP Plot of Normality Test Results



In the picture above, it can be seen that the average probability plot graph shows a regular graphic pattern. It can be seen from the points that spread around and follow the diagonal line. Therefore it can be concluded that the regression model meets the normality assumption

2) Multicollinearity Test

The multicollinearity test is carried out to ensure that the independent variables do not have multicollinearity or do not have a correlation relationship between the independent variables. A good regression model should not correlate with the independent variables. This test can be done by looking at the Tolerance Value and Variance Inflation Factor (VIF) values. The prerequisites are as follows:

Table 7
Multicollinearity Test Results With Collinearity Statistics Performance as the Dependent Variable

Variable	Colinity Statistics	
	tolerance	VIF
Work Discipline (X1)	0.475	2.105
Physical Work Environment (X2)	0.475	2.105

Source: Primary data processed.

Based on the results of the multicollinearity test in the table above, the tolerance value for the Work Discipline variable is 0.475 and the Physical Work Environment is 0.475, the value is less than 1, and the Variance Inflation Factor (VIF) value for the Work Discipline variable is 2.105 and the Physical Work Environment variable is 2.105. less than 10. Thus this regression model states that there is no multicollinearity disorder.

3) Autocorrelation Test

The autocorrelation test is intended to determine whether or not there is a correlation deviation between sample members. A Durbin-Watson (DW) test is performed by comparing the Durbin-Watson values with criteria or guidelines in interpretation to determine whether there is autocorrelation. The guideline criteria for the Darbin-Watson Test (DW Test), which are the reference, are as follows:

Table 8
Guidelines for Interpreting the Durbin Watson Test

Criteria	Information
< 1,000	There is autocorrelation
1.100 – 1.560	No conclusion
1.550 – 2.460	There is no autocorrelation
2,460 – 2,900	No conclusion
> 2,900	There is autocorrelation

Source: Sugiyono (2016:184)

The results of the autocorrelation test are as follows:

Table 9
Durbin-Watson test

Summary model b					
Model	R	R Square	Adjusted R Square	std. Error of the Estimate	Durbin-Watson
1	.838a	.701	.694	4,009	1856
a. Predictors: (Constant), Physical Work Environment, Work Discipline					
b. Dependent Variable: Employee Performance					

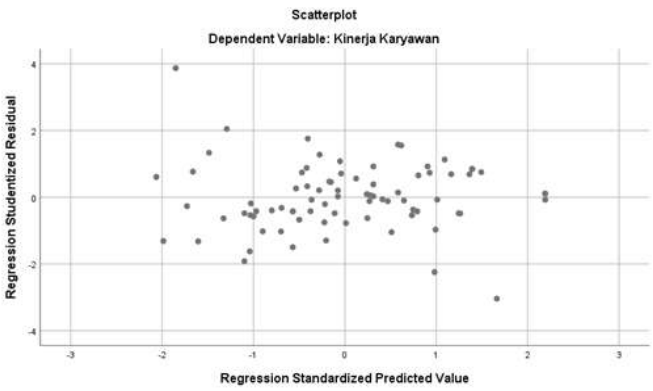
Source: Primary data processed

Based on the test results in the table above, this regression model has no autocorrelation. This is evidenced by the Durbin-Watson value of 1.856 between 1.550 – 2.460.

4) Heteroscedasticity Test

This test aims to test whether there is covariance in the residual covariance in the regression model, with the following results:

Table 10
Results of Heteroscedasticity Testing with the Scatterplot Test



Source: Primary data processed.

Based on the results of the image above, the points on the scatterplot graph do not have a clear distribution pattern or do not form a particular pattern. Thus it can be concluded that there is no heteroscedasticity disorder in the regression model, so this regression model is feasible to use.

III. Verification Analysis (Quantitative)

Validation analysis aims to determine the magnitude of the impact and analyze the significance of the impact. This analysis was conducted to determine the effect of the two independent variables on the dependent variable.

1) Multiple Linear Regression Analysis

This multiple regression test aims to determine how much variables X1 and X2 affect Y. The following are the results of the regression data processed with SPSS version 25 in the following table:

Table 11
Results of Multiple Regression Testing Work Discipline Variables (X1) and Physical Work Environment (X2) on Performance (Y)

Coefficientsa					
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	std. Error	Betas		
1	(Constant)	.393	2,944		.133	.894
	Work Discipline	.561	.119	.412	4,712	.000
	Physical Work Environment	.512	092	.489	5,585	.000
a. Dependent Variable: EMPLOYEE PERFORMANCE						

Source: Processed data, (2022)

Based on the results of the regression calculation analysis in the table above, it can be obtained the regression equation Y = 0.393 + 0.561X1 + 0.512X2. From the equation above, it can be concluded as follows:

1) A constant value of 0.393 means that when the Work Discipline (X1) and Physical Work Environment (X2) variables ar e not considered, the employee's performance (Y) will only be worth 0.393 points.
2) The value of Work Discipline (X1) 0.561 means that if the constant is constant and there is no change in the Physical Work Environment variable (X2), then every 1 unit change in the Work Discipline variable (X1) will result in a change in employee performance (Y) of 0.561 point.
3) Physical Work Environment (X2) value of 0.512 means that if the constant is constant and there is no change in the Work Discipline variable (X1), then every 1 unit change in the Physical Work Environment variable (X2) will result in a change in employee performance (Y) of 0.512 points .

2) Correlation Coefficient Analysis (r).

Analysis correlation coefficient aims to determine the degree of strength of the relationship between the independent variable and the dependent variable. The results of data processing are as follows:

Table 12
Correlation Coefficient Test Results Simultaneously Work Discipline (X1) and Physical Work Environment (X2) on Performance (Y)

Summary models				
Model	R	R Squar	Adjusted R Square	std. Error of the Estimate
1	,838a	,701	,694	4,009
a. Predictors: (Constant), Physical Work Environment, Work Discipline				

Source: Processed data, (2023)

Based on the test results in the table above, a correlation coefficient value of 0.838 or 83.8% is obtained where this value is in the interval 0.600 – 0.799, meaning that the variables of Work Discipline and Physical Work Environment have a substantial degree of relationship to employee performance.

IV. Factor Determination Analysis (R-Squared)

Analysis of the coefficient of determination is intended to determine the percentage of the power of influence between the independent variables on the dependent variable both partially and simultaneously). In this study, the variables of Work Discipline (X1) and Physical Work Environment (X2) Performance (Y). The following is the result of calculating the coefficient of determination processed with the SPSS Version 25 program, as follows:

Table 13
Simultaneous Determination Coefficient Test Results Work Discipline (X1) and Physical Work Environment (X2) on Performance (Y)

Summary models				
Model	R	R Squar	Adjusted R Square	std. Error of the Estimate
1	,838a	.701	.694	4,009
a. Predictors: (Constant), WORK DISCIPLINE, PHYSICAL WORK ENVIRONMENT				

Source: Processed data, (2023)

Based on the test results in the table above, a determination coefficient value of 0.701 is obtained. It can be concluded that the Work Discipline and Physical Work Environment variables affect employee performance by 70.1%. In comparison, the remainder is (100 – 70.1%) = 29.9% influenced by other factors that were not carried out by research.

V. Hypothesis testing.

Partial hypothesis test (T-Test). With the t-test (partial test), a hypothesis test was carried out on the variables of Work Discipline (X1) and Physical Work Environment (X2) on Employee Performance (Y). This study used a significance criterion of 5% (0.05) to compare the t-number with the t-table. This is:

1) Effect of Work Discipline (X1) on Employee Performance (Y)

The hypothesis formulation is determined: H0: ρ1 = 0. There is no significant effect of Work Discipline on Employee Performance. H1: ρ1 ≠ 0 Work Discipline has a significant effect on Employee Performance. The results of data processing using the SPSS Version 25 program, with the following resu

Table 14
Hypothesis Test Results (t test) Work Discipline Variables to (X1) Performance (Y)

Coefficientsa					
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	std. Error	Betas		
1	(Constant)	16,891	3,406		4,960	,000
	Work Discipline	,583	.086	,610	6,805	,000
a. Dependent Variable: EMPLOYEE PERFORMANCE						

Source: Processed data, (2023)

Based on the test results in the table above, the value of t count > r table or (6.805 > 1.670) is obtained. Thus H0 is rejected, and H1 is accepted. This shows a significant influence between Work Discipline and employee performance.

2) Effect of Physical Work Environment (X2) on Employee Performance (Y)

The formula for the hypothesis is determined: whereas H0: ρ2= 0 There is no significant effect on the Physical Work EnvironmentEmployee performance, H2: ρ2 ≠ 0 There is a significant effect of the Physical Work Environment on Employee Performance. The results of data processing using the SPSS Version 25 program, with the following results:

Table 15
Hypothesis Test Results (t test) Physical Work Environment Variables to (X2) Performance (Y)

Coefficientsa					
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	std. Error	Betas		
1	(Constant)	8,830	2,619		3,371	001
	Physical Work Environment	.825	071	.788	11,651	.000
a. Dependent Variable: EMPLOYEE PERFORMANCE						

Source: Processed data, (2023)

Based on the test results in the table above, the value of t count > r table or (11.651 > 1.670) is obtained. Thus H0 is rejected, and H2 is accepted. This shows a significant influence between the Physical Work Environment and employee performance.

3) Simultaneous Hypothesis Testing (F-Test)

To test the effect of the variables of Work Discipline and Physical Work Environment simultaneously on Employee Performance, the F statistical test (simultaneous test) is carried out with a significance of 5%. In this study, a significance criterion of 5% (0.05) was used, namely comparing the calculated F value with the F table with the following conditions:

1) If the calculated F value <F table: means H0 is accepted and H3 is rejected
2) If the calculated F value > F table: it means that H0 is rejected and H3 is accepted

Table 16
Hypothesis Results (Test F) Simultaneously Work Discipline (X1) and Physical Work Environment (X2) on Employee Performance (Y)

ANOVAa						
Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	3095,300	2	1547650	96311	.000b
	residual	1317689	97	16,069		
	Total	4412988	99			
a. Dependent Variable: EMPLOYEE PERFORMANCE						
b. Predictors: (Constant), PHYSICAL WORK ENVIRONMENT, WORK DISCIPLINE						

Source: Processed data, (2023)

Based on the test results in the table above, the calculated F value > F table or (96.311 > 3.150) is also reinforced by the ρ value < Sig.0.050 or (0.000 <0.050). Thus, H0 is rejected, and H3 is accepted. This indicates that there is a significant effect simultaneously between Work Discipline and the Physical Work Environment on Employee Performance.

5. DISCUSSION

The study results reveal the significant influence of Work Discipline (X1) and Physical Work Environment (X2) on Employee Performance (Y). Both of these factors are shown to have a strong relationship with employee performance, as demonstrated by the correlation coefficient of 0.838. This finding emphasizes the importance of promoting work discipline and ensuring a conducive physical work environment to boost employee productivity.

The coefficient of determination value of 0.701, or 70.1%, further highlights that Work Discipline and Physical Work Environment together contribute significantly to explaining the variance in employee performance. This implies that these factors are key elements to focus on when seeking to improve employee performance. However, it should also be noted that 29.9% of the variance in employee performance is attributed to other factors not considered in this study. This suggests that while Work Discipline and Physical Work Environment are crucial, additional variables may also contribute to employee performance, warranting further investigation.

In summary, the study demonstrates the vital role of Work Discipline and Physical Work Environment in determining employee performance. Organizations should pay close attention to these factors and invest in strategies to enhance them, while also being mindful of other potential influences that may affect employee productivity.

6. CONCLUSION

this study has found that both work discipline and the physical work environment have significant impacts on employee performance. Improved work discipline was found to enhance employee performance, indicating the importance of fostering a disciplined work culture within organizations. Similarly, the physical work environment was also found to significantly affect employee performance, highlighting the need for organizations to create a comfortable and conducive work environment for their employees. The combined influence of work discipline and the physical work environment demonstrates that both factors play crucial roles in determining employee performance and should be considered carefully by organizations seeking to enhance their workforce's productivity.

REFERENCES

Arifin, A., Wardokhi, W., & Yusuf, Y. (2022). MEMBANGUN KESADARAN KEMANDIRIAN DENGAN INOVASI DAN KREATIFITAS USAHA PADA PEMUDA KARANG TARUNA RW. 07 KELURAHAN REMPOA. Jurnal Abdi Masyarakat Multidisiplin, 1(1), 62–65.

Arikunto, S. (2010). Prosedur Penelitian Ilmiah. Rineka Cipta.

Darda, A., Rojikun, A., & Yusuf, Y. (2022). Anteseden Kinerja Pegawai (1st ed.). Eureka Media Aksara.

Edy, S., Sutrisno, E., & Simamora, H. (2016). Manajemen Sumber Daya Manusia. In Edisi 2.

Hasibuan, M. S. P., & Hasibuan, H. M. S. P. (2016). Manajemen sumber daya manusia. Bumi Aksara.

Heriyanto, T., Naser, J. A., & Setia, K. A. (2018). The effect of competence and discipline on work motivation and impact on employee performance of Pratama tax office in Malang Utara. MEC-J (Management and Economics Journal), 2(3), 269–278.

Herwanto, H., & Radiansyah, E. (2022). Pengaruh Budaya Kerja Dan Disiplin Kerja Terhadap Kinerja Karyawan Pada PT. Cabang Windu Karsa Bakauheni Lampung Selatan. Eqien-Jurnal Ekonomi Dan Bisnis, 11(1), 1408–1418.

Ismanto, B., Yusuf, Y., & Suherman, A. (2022). Membangun Kesadaran Moral Dan Etika Dalam Berinteraksi Di Era Digital Pada Remaja Karang Taruna Rw 07 Rempoa, Ciputat Timur. Jurnal Abdi Masyarakat Multidisiplin, 1(1), 43–48.

Nerson, N. (2023). PENGARUH LINGKUNGAN DAN MOTIVASI TERHADAP DISIPLIN KERJA PEGAWAI RSUD Dr. H. BOB BAZAR SKM ERA NEW NORMAL. KALIANDA HALOK GAGAS, 5(2), 164–175.

Prasetya, D., & Fariz, F. (2020). PENGARUH MOTIVASI, DISIPLIN KERJA DAN LINGKUNGAN KERJA TERHADAP KINERJA PEGAWAI DINAS LINGKUNGAN HIDUP KABUPATEN PASURUAN. JOURNAL MANAGEMENT AND BUSINESS APPLIED, 1(2), 54–66.

Priyono. (2010). Manajemen Sumber Daya Manusia. In \Penerbit Zifatama Publisher (Vol. 53, Issue 9).

Sanusi, U. (2022). PENGARUH BUDAYA KERJA DAN PEMBAGIAN KERJA TERHADAP KINERJA APARAT DI KANTOR DESA KELATEN KECAMATAN PENENGAHAN KABUPATEN LAMPUNG SELATAN. KALIANDA HALOK GAGAS, 5(1), 50–61.

Sedarmayanti. (2017). Perencanaan dan Pengembangan SDM Untuk Meningkatkan Kompetensi, Kinerja, dan Produktivitas Kerja. PT. Refika Aditama.

Siagian, S. P. (2012). Teori Motivasi dan Aplikasinya. Rineka Cipta, Jakarta.

Sinambela, L. P. (2016). Manajemen Sumberdaya Manusia. Bumi Aksara.

Stanton, W. J. (2012). Prinsip pemasaran (Yohane Lamarto (ed.)). Erlangga.

Sugiyono. (2017). Metode Penelitian Bisnis (Pendekatan Kuantitatif, Kualitatif, Kombinasi dan R&D). In Metodelogi Penelitian.

Sugiyono. (2018). Metode Penelitian Kuantitatif, Kualitatif dan R & D. In 26. Bandung: CV Alfabeta.

Suherman, A., Yusuf, Y., Ismanto, B., & Umam, D. C. (2022). Upaya Membangun Dan Memelihara Semangat Belajar Di Masa Pandemi Pada Yayasan Pondok Pesantren Izzatul Islam. Jurnal Abdi Masyarakat Multidisiplin, 1(1), 56–61.

Sunarsi, D. (2018). Buku Ajar Seminar Perencanaan Sumber Daya Manusia. In Tangerang : Asmoro Media Tama.

Tsauri, S. (2013). Manajemen Sumber Daya Manusia. IAIN Jember.