

THE INFLUENCE OF WORK DISCIPLINE AND WORK ENVIRONMENT ON EMPLOYEE PERFORMANCE

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ABSTRACT

This research aims to determine the influence of work discipline and work environment on employee performance both partially and simultaneously at PT Bogor Samudra Media Bogor West Java. This research method uses quantitative methods. The data collection method used was a questionnaire; the sample used in this research was 50 respondents. Multiple linear regression data analysis using the SPSS version 26 program and partial hypothesis testing results show that work discipline significantly affects employee performance. The work environment has a significant effect on employee performance, and simultaneously, work discipline and the work environment significantly affect employee performance. Determination shows that the work discipline and environment variables influence 86.2% of employee performance. In comparison, the remaining 13.8% is influenced by other factors not examined in this research.

Keywords: Work Discipline, Work Environment, Employee Performance

1. INTRODUCTION

Organizations must improve the work results achieved now to obtain suitable work results. Human resources are employees and workers in an organization or company that play an essential role in planning, organizing, supervising and controlling the organization so that the company achieves its goals well. This has all been summarized in human resource management. In order to achieve company goals, it is necessary to increase employee performance. Employee performance is an attitude that believes current work methods must be better than past ones. Achieving a goal in a company is closely related to the professionalism of employees who can take responsibility for their work to achieve the company's goals. One way to improve employee performance is through employee development by applying discipline and creating a conducive work environment that can make employees feel internally motivated.

Experts have presented various definitions of employee performance. According to Wibowo (2013), employee performance refers to work results closely related to the organization's strategic goals, customer satisfaction, and economic contribution. Meanwhile, Rivai (2013) explains that performance is a term that covers some or all of the actions or activities of an organization within a certain period concerning specific standards such as cost efficiency, management accountability, and so on. According to Mangkunegara (2013), performance is the work results an employee achieves in terms of quality and quantity by the responsibilities given to him. Meanwhile, according to Sedarmayanti (2017), employee performance refers to the work results provided by a person or group of people in the organization by the authority and responsibilities given by ensuring that these results do not violate the law and are by morals and ethics. In Marwansyah's (2016) perspective, employee performance is a person's achievement or achievements related to his assigned tasks. Thus, employee performance is essential in achieving organizational goals, including work results achieved by the responsibilities given and does not violate legal, moral and ethical norms.

According to several experts, human resource management is a planned effort to regulate various aspects of labour, from procurement to termination of employment, to achieve harmony between company goals, employee needs and contributions to society (Sutrisno et al.). Therefore, developing the quality of human resources is becoming increasingly important. Organizations need employees who can adapt to change and perform well. One way to improve employee performance is by developing them and creating a work environment conducive to feeling motivated.

Performance evaluation is an essential process in a company because it provides several advantages, such as allowing comparisons between individual performance in the organization, identifying areas of individual self-development, and maintaining and documenting the overall evaluation system. Performance is a term that refers to some or all of an organization's actions or activities in a certain period, using specific criteria such as past cost efficiency, accountability, or responsible management. Employee performance refers to the results of work carried out by a person by the requirements of his position, both in terms of quality and quantity, in carrying out the tasks assigned to him. This is realized by the authority and responsibility of each individual, by ensuring that the work

results are legal, by applicable laws, and do not violate ethics and morals. In this context, organizations need to achieve their goals through excellent and optimal employee performance. With the understanding that employee performance results from work carried out by individuals or groups within the organization, achieving targets becomes an important indicator in evaluating performance.

PT Bogor Samudra Media operates in the information services business sector, which was established based on deed of establishment number 09 dated December 10 2015, to create other innovations in the service business sector to maintain the quality and quantity of its existence in the service business. Based on an analysis of field data over three years, from 2020 to 2022, it is clear that PT Bogor Samudra Media is experiencing challenges in achieving the expected performance targets. Specifically, there is a pattern of less-than-optimal target achievement in January, February and July. Moreover, the lowest percentage was recorded in February 2022. The decline in target achievement indicates problems or obstacles in work discipline within PT Bogor Samudra Media. This can be caused by various factors, including a lack of resources, changes in the work environment, an imbalance between workload and employee capacity, or a lack of appropriate strategies for achieving targets. Especially in February 2022, this situation indicates a significant problem that needs further investigation to understand the cause. Identifying the specific problem in that month is essential to take appropriate corrective steps to ensure that a similar situation does not recur in the future. Therefore, evaluating work discipline at PT Bogor Samudra Media is crucial. Organizations can design appropriate and effective improvement strategies by understanding the factors that contribute to performance declines in certain months. This will enable companies to achieve their goals more efficiently and make an optimal contribution to the company's overall success.

Discipline is a person's awareness of following all applicable social rules and norms. Good discipline reflects the level of responsibility entrusted to him. It encourages enthusiasm for work, passion for work and achievement of goals. The organization views work discipline as a person's behaviour in accordance with existing regulations, work procedures, or attitudes; behaviour and actions by work discipline are management behaviour that encourages organizational members to fulfil various specified requirements. Employee work discipline is the most critical factor. Therefore, work discipline must be improved to meet employee expectations.

Moreover, they get job satisfaction. It can improve personal performance. Work discipline is the attitude, behaviour, and writing of whether to act according to organizational regulations. Moreover, discipline is a sense of self-awareness that allows one to obey all company rules.

Based on field data in 2020, PT Bogor Samudra Media recorded varying levels of work discipline in three main statements, namely "Alfa", "Permission", and "Sick". In the "Alfa" statement, the percentage of work discipline for one year was 18.4%, while for the "Permit" statement, it reached 13.8%, and the "Sick" statement reached a high figure, namely 86.1%. Then, in 2021, there was a fluctuation where the percentage of "Alfa" work discipline fell slightly to 18.1%, while for the description "Permission", it increased to 27.2%, and the description "Sick" fell to 45.4%. Furthermore, in 2022, there will be an increase in the percentage of work discipline, with the description "Alfa" reaching 20%, "Permit" at 26%, and "Sick" at 42%.

From the analysis of this data, it can be concluded that over the three years, the highest percentage for the description "Alfa" occurred in 2022, while for the description "Permission", the highest occurred in 2021, and the description "Sick" reached the highest percentage in 2020. Therefore, Based on this trend, it can be concluded that although there are variations in the level of work discipline each year, "Sick" statements maintain a high percentage throughout the period. From another aspect, it can be interpreted that a high level of agreement with the availability of transportation facilities, as reflected by the interval scale leading to the "strongly agree" category, may have contributed to a higher level of work discipline.

Furthermore, the work environment has a vital role in influencing employee performance. Various definitions put forward by these experts show that the work environment includes everything around employees and can influence them in carrying out their daily tasks. Non-physical work environment factors such as cleanliness, lighting, atmosphere and other supporting facilities can influence employees' mood, comfort and motivation. For example, a clean, comfortable and organized work environment can increase employee productivity and creativity. On the other hand, a dirty, messy or uncomfortable environment can interfere with their focus and performance.

Meanwhile, the physical work environment, such as workspace layout, facilities, and environmental conditions (such as temperature, ventilation, and lighting), also significantly impact employee performance. A physically comfortable work environment can improve employee well-being and reduce fatigue so that they can work more efficiently and

effectively. Therefore, creating a sound and supportive work environment is essential for companies to improve employee performance. By creating a comfortable, safe and enjoyable work environment, companies can increase employee satisfaction and motivation, which will positively impact productivity, work quality and achievement of company goals.

The recommended work environment is where employees carry out work or daily activities. There are two types of work environment, namely non-physical work environment and physical work environment. The work environment is a forum for many groups with various supporting facilities to achieve company goals harmoniously. Vision and mission of the company. The work environment is essential for the worker and influences his performance in assigned tasks such as cleaning, music, lighting, etc. The work environment as a source of information and workplace. To carry out these activities, good working environment conditions are needed to make employees feel more comfortable and carry out their work more comfortably in the workspace to achieve high efficiency. The work environment is about how employees can influence the performance of assigned tasks.

Based on inventory data from PT Bogor Samudra Media, it can be concluded that several facilities are still experiencing problems, some even damaged. One of the glaring problems is AC, where there are still rooms where the AC has problems, causing the air temperature in the room to become hot, especially during the day. Other facilities such as computers and printers are also experiencing problems besides AC. Apart from that, the parking lot is also a concern because there is still a narrow parking lot, which often causes irregular accumulation of vehicles. These problems have the potential to cause deteriorating working conditions for employees. Hot air temperatures due to AC not functioning correctly and problems with computers and printers can cause difficulties in carrying out work tasks. In addition, an unorganized situation in the parking lot can increase stress levels for employees, make it easier to concentrate, and potentially reduce their overall performance. Therefore, repairing and maintaining these facilities is essential to improve comfortable working conditions and support employee productivity. This will help minimize distractions that may arise and ensure employees can work efficiently and focused.

Research on the influence of work discipline and work environment on employee performance is vital to organizational development. Employee performance directly impacts the organization's success and growth and forms the foundation for developing human resources within the company. By understanding in depth how work discipline and work environment conditions affect employee performance, organizations can identify various opportunities to increase efficiency and productivity and achieve set business goals. This research also offers essential opportunities in human resource development. Through a deeper understanding of the factors that influence employee performance, management can design appropriate training and development programs according to individual needs and organizational demands. Thus, this research contributes to improving overall employee performance and developing the skills and competencies needed to face increasingly complex business challenges.

Improving work discipline and creating a conducive work environment can also significantly increase the company's operational efficiency. Organizations can increase their competitiveness in a competitive marketplace by reducing time and costs wasted due to a lack of discipline or an unsupportive work environment. Along with this, employees who feel valued and comfortable in their work environment tend to be more motivated and high-performing, which will positively impact their satisfaction and well-being. The results of this research will also provide a valuable contribution to management decision-making. By utilizing the insights gained from this research, management can identify areas where improvement is needed and implement appropriate actions to improve employee performance and overall organizational effectiveness. Therefore, research on the influence of work discipline and work environment on employee performance has excellent significance in organizational development and employee welfare, as well as in achieving set business goals.

2. RESEARCH METHODS

The research method used in this research is quantitative. Quantitative methods are a research approach based on the philosophy of positivism, which aims to measure and analyze phenomena using data in the form of numbers or statistics. This method helps investigate the relationship between certain variables in a specific population or sample, focusing on testing predetermined hypotheses. This research was conducted at PT. Bogor Samudra Media is a relevant place to obtain objective and relevant data for the research object. The location of PT Bogor Samudra Media is on Jl. Mayor Oking Jaya Atmaja No. 63, Ciriung, District. Cibinong, Kab. Bogor, West Java 16918.

The research was conducted according to the author's needs, starting with the pre-survey stage and preliminary preparation for a research proposal. This research will involve all PT Bogor Samudra Media employees as a population, totalling 50 people. This research uses a non-probability sampling technique with a saturation point

sampling type for sampling techniques. This means all population members will be used as samples in this research. This technique was chosen because it allows each member of the population to be sampled without providing equal opportunities for all members. The data collection techniques used in this research are observation, questionnaires and documentation. Researchers conducted observations directly on research objects, while questionnaires were used to obtain data regarding employee thoughts, attitudes and behaviour. Documentation is also used to analyze data from PT Bogor Samudra Media that is relevant to the research. The collected research data was processed using multiple linear regression analysis with SPSS 26.

3. RESULTS AND DISCUSSION

3.1 Respondent Characteristics

Respondents in this study had diverse characteristics; the majority were men, with a total of 28 people or 56.0%, while female respondents numbered 22 people or 44.0%. Thus, the data indicates that men dominate the respondent population in this research. Furthermore, the age range of respondents varied, with the majority aged between 19 and 43 years. Most respondents were between 31 and 34 years old, followed by those aged 24 to 30. This shows that there is age diversity among research respondents.

Meanwhile, most respondents had a bachelor's level education, with 28 people or 56.0%. They were followed by respondents with the most recent education at vocational and high school levels. This indicates that most respondents have an educational background that includes higher education. Finally, from field data, it can be observed that the majority of respondents have work experience of more than three years, with a total of 26 people or 44.8%. The number of respondents with work experience between 3 and 4 years is also significant. This shows that the majority of respondents have sufficient work experience in the context of this research. Overall, the respondents in this study had varying characteristics in terms of gender, age range, highest level of education, and work experience. This illustrates the diversity in the research sample and provides a representative picture of the population studied.

3.2 Validity and Reliability Test

The validity test aims to ensure that the measurement instruments used in research can actually produce accurate and relevant data related to the variables being studied. This process involves a series of analyzes and statistical techniques used to evaluate the extent to which the instrument meets the research objectives.

Table 1. Validity Test of Work Discipline Variables

Statement	r _{count}	r _{table}	Decision
X1.1	0,540	0,279	Valid
X1.2	0,527	0,279	Valid
X1.3	0,527	0,279	Valid
X1.4	0,287	0,279	Valid
X1.5	0,635	0,279	Valid
X1.6	0,896	0,279	Valid
X1.7	0,776	0,279	Valid
X1.8	0,749	0,279	Valid
X1.9	0,802	0,279	Valid

Source: Data processed with SPSS 26 (2023)

Table 2. Validity Test of Work Environment Variables

Statement	r _{count}	r _{table}	Decision
X2.1	0,659	0,273	Valid
X2.2	0,735	0,273	Valid
X2.3	0,873	0,273	Valid
X2.4	0,739	0,273	Valid
X2.5	0,581	0,273	Valid
X2.6	0,865	0,273	Valid
X2.7	0,761	0,273	Valid
X2.8	0,588	0,273	Valid
X2.9	0,788	0,273	Valid
X2.10	0,616	0,273	Valid
X2.11	0,43	0,273	Valid
X2.12	0,744	0,273	Valid
X2.13	0,811	0,273	Valid

X2.14	0,427	0,273	Valid
X2.15	0,549	0,273	Valid

Source: Data processed with SPSS 26 (2023)

Table 3. Validity Test of Performance Variables

Statement	r _{count}	r _{table}	Decision
Y1	0,665	0,279	Valid
Y2	0,537	0,279	Valid
Y3	0,354	0,279	Valid
Y4	0,486	0,279	Valid
Y5	0,66	0,279	Valid
Y6	0,645	0,279	Valid
Y7	0,623	0,279	Valid
Y8	0,759	0,279	Valid
Y9	0,800	0,279	Valid
Y10	0,739	0,279	Valid
Y11	0,660	0,279	Valid
Y12	0,725	0,279	Valid
Y13	0,407	0,279	Valid
Y14	0,600	0,279	Valid
Y15	0,451	0,279	Valid

Source: Data processed with SPSS 26 (2023)

Based on the results of the validity test, it can be seen that the value of $r_{count} > r_{table}$ 0.279, thus it can be concluded that all statement items in the indicator variables of this research are all valid, so that all statements in the questionnaire are suitable as instruments for measuring research data.

Table 4. Reliability Test

No	Variable	Cronbach Alpha	Criteria	Decision
1	Discipline (X1)	0,839	> 0.60	Reliable
2	Work Environment (X2)	0,903	> 0.60	Reliable
3	Employee Performance (Y)	0,883	> 0.60	Reliable

Source: Data processed with SPSS 26 (2023)

Based on table 4, it can be seen that each variable Discipline, Work Environment and Employee Performance, has a Cronbach Alpha value > 0.60, thus the results of the reliability test for all variables are reliable, so that all question items can be trusted and can be used to further research.

3.3 Classic Assumption Test

3.3.1 Data Normality Test

**Table 5. Data Normality Test
One-Sample Kolmogorov-Smirnov Test**

		Unstandardized Residuals
N		50
Normal Parameters, b	.0000000	.0000000
	2.27571897	4.63169692
Most Extreme Differences	.109	0.099
	,090	0.083
	-.109	-0.099
Statistical Tests		.109
Asymp. Sig. (2-tailed)		,190

a. Test distribution is Normal.

- b. Calculated from data.
- c. Lilliefors Significance Correction.
- d. This is a lower bound of the true significance.

Source: Data processed with SPSS 26 (2023)

From the results of the table above, it can be seen that the Kolmogorov-Smirnov significance value shown by the Asymp Sig (2 tailed) information is $0.190 > 0.05$, so it can be stated that the residual value is normally distributed.

3.3.2 Multicollinearity Test

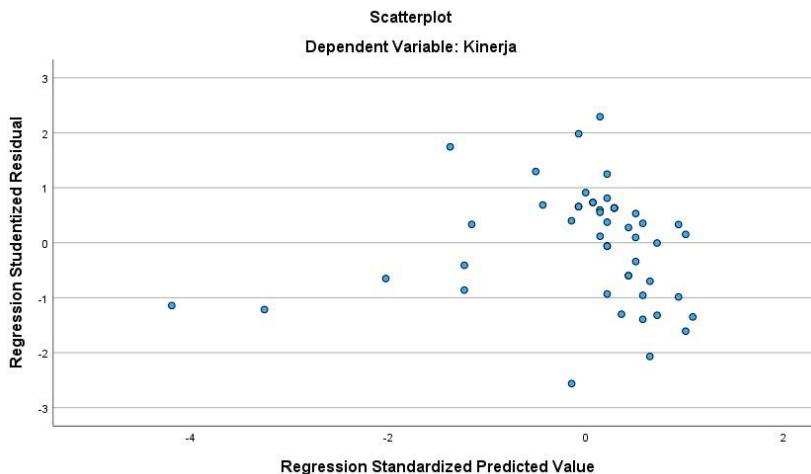
Table 6. Multicollinearity Test

Model	Collinearity Statistics	
	Tolerance	VIF
1 (Constant)		
Discipline (X1)	,366	2,734
Work Environment (X2)	,366	2,734

a. Dependent Variable: Employee Performance
 Source: SPSS 26 Data Processing Results (2023)

Based on the results of the multicollinearity test in table 6, the Tolerance value obtained for each independent variable, namely work discipline and work environment, is 2.734. This means that the VIF value is smaller than 10. Thus, it can be concluded that this regression model has no symptoms of multicollinearity among the independent variables.

3.3.3 Heteroscedasticity Test



Based on Figure 1, it can be seen that the dots are spread out and do not form a clear pattern. So it can be concluded that there is no heteroscedasticity problem in this research.

3.3.4 Multiple Linear Regression

Table 7. Multiple Linear Regression

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	6,727	3,628		1,854	,070
Discipline	,820	,134	,549	6.128	,001
Work environment	,411	,086	,429	4,789	,001

a. Dependent Variable: Performance

Based on the results obtained from the multiple linear regression analysis above, a regression equation $Y = 6.727 + 0.820 X_1 + 0.411 X_2$ can be created. The interpretation of the multiple linear regression equation is as follows:

1. The constant value (a) has a positive value of 6.727. A positive sign means that it shows a unidirectional influence between the independent variable and the dependent variable. This shows that if all independent variables, which include work discipline (X1) and work environment (X2), have a value of 0 per cent or have not changed, then the employee performance value is 6.727.
2. The regression coefficient value for the work discipline variable (X1) has a positive value of 0.820. This shows that if work discipline increases by 1%, employee performance will increase by 0.820, assuming other independent variables are considered constant. A positive sign means that it shows a unidirectional influence between the independent variable and the dependent variable.
3. The regression coefficient value for the work environment variable (X2) is positive at 0.411. This shows that if job training increases by 1%, employee performance will increase by 0.411, assuming other independent variables are considered constant. A positive sign means that it shows a unidirectional influence between the independent variable and the dependent variable.

Table 8. Simultaneous Tests

ANOVAa						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1582.734	2	791,367	146,569	,001
	Residual	253,766	47	5,399		
	Total	1836.500	49			
a. Dependent Variable: Performance						
b. Predictors: (Constant), Work Environment, Work Discipline						

Based on the table above, the calculated f value > f table ($146.569 > 3.195$) is obtained. This is also reinforced by a significance value of $0.001 < 0.05$. It can be concluded that work discipline and the work environment have a significant simultaneous effect on employee performance (Y) at PT Bogor Samudra Media Bogor West Java.

Table 9. Coefficient of Determination

mmodel Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.928a	,862	,856	2,323
a. Predictors: (Constant), Work Environment, Work Discipline				
b. Dependent Variable: Employee Performance				

Based on the test results in table 9, the coefficient of determination value of R Square is 0.862. So it can be concluded that work discipline and work environment variables influence employee performance variables by 86.2%, while the remainder is ($100\% - 86.2\% = 13.8\%$) influenced by other factors or other variables that were not studied. in this research.

4. DISCUSSION

The research results reveal that both partially and simultaneously, work discipline and work environment play an essential role in determining employee performance at PT Bogor Samudra Media, Bogor, West Java. Work discipline is central in determining employee performance in various industrial lines. Discipline is reflected in the ability of employees to carry out their duties with focus, consistency and a high level of responsibility. Strong work discipline also increases the company's operational efficiency, produces a structured work environment, and strengthens individual commitment to achieving overall organizational goals. Thus, work discipline is an added value for employees and an essential foundation for the company's long-term success. Work discipline, as the foundation for organizational productivity and efficiency, has significant implications for the performance of PT Bogor Samudra Media employees. Employees with good discipline show focus, responsibility and consistency in carrying out their duties, thereby maintaining the company's service quality in a competitive market.

Furthermore, a conducive work environment, which includes factors such as cleanliness, lighting, and work atmosphere, significantly impacts employees' mood, motivation, and concentration in carrying out their duties.

Through a good work environment, employees tend to be more motivated, productive, and creative, contributing to the company's operational effectiveness and customer service quality. Therefore, creating a supportive work environment is not only the company's responsibility to improve employee well-being but is also an essential investment in the long-term success and sustainability of the organization. Therefore, creating a sound and supportive work environment is a priority in organizational development strategies.

As an information services company, PT Bogor Samudra Media does not require an environment that supports creativity and collaboration to maintain service quality. Meanwhile, a high level of work discipline is also needed to maintain the company's operational efficiency. These two aspects are interrelated and must be considered holistically by company management. The implications of these findings indicate the need for special attention from human resource management (HR) at PT Bogor Samudra Media. Management needs to take concrete steps to improve employee work discipline, such as implementing clear rules and an effective monitoring system. Besides that, improving the work environment is also a priority, including improving facilities and increasing a supportive work culture. Therefore, companies can adopt strategies that integrate efforts to improve work discipline and create a conducive work environment, including training programs, improving facilities, and promoting a work culture that prioritizes employee welfare.

5. CONCLUSION

The research results confirm that work discipline and work environment significantly determine employee performance at PT Bogor Samudra Media, Bogor, West Java. Work discipline, reflected in employee focus, consistency and responsibility, is essential for overall organizational productivity and efficiency. Employees with good discipline contribute more to achieving organizational goals. On the other hand, a conducive work environment also significantly impacts employee mood, motivation and concentration. Through a good work environment, employees can be more motivated, productive and creative, ultimately increasing the company's operational effectiveness and the quality of service provided to customers. Therefore, creating a supportive work environment is not only a company's moral responsibility to improve employee welfare but is also a strategic investment in the long-term success and sustainability of the organization. As an information services company, PT Bogor Samudra Media requires an environment that supports creativity and collaboration to maintain service quality. However, a high level of work discipline is also needed to maintain the company's operational efficiency.

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