

THE IMPACT OF WORK DISCIPLINE AND WORK ENVIRONMENT ON THE PERFORMANCE OF SHIP CREW MEMBERS (ABK) ABOARD THE MV SINAR PENIDA

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ABSTRACT

The performance of the crew (ABK) aboard the MV Sinar Penida is influenced by several factors, including work discipline and the work environment. Effective work discipline is thought to enhance efficiency and quality, while a supportive work environment is expected to boost welfare and job satisfaction. This study seeks to thoroughly assess the impact of work discipline and work environment on crew performance. Employing a descriptive quantitative research approach, this study examines two independent variables—work discipline and work environment—and one dependent variable—work performance. The population under study consists of 65 ABK members from the MV Sinar Penida ship. Data analysis is conducted using SPSS, involving tests for normality, classical assumptions, and hypothesis testing. The findings reveal that work discipline has a significant partial effect on the work performance of the MV Sinar Penida crew, whereas the work environment does not show a significant partial impact. However, both work discipline and work environment together significantly influence the work performance of the crew on the MV Sinar Penida.

Keywords: *Work Discipline, Work Environment, Work Performance*

1. INTRODUCTION

In the era of globalization, the increase efficiency operational become key success business. One of the method For to achieve it is with develop source Power skilled and qualified human resources (HR). According to Handoko (2008), HR is asset most important for organization Because energy, talent and creativity they are very influential achievement objective organization. Without competent human resources, the organization can fail reach the purpose.

A conducive work environment plays an important role in improving employee performance. A positive work environment can increase productivity and job satisfaction, which in turn has an impact on better performance. Factors such as workspace design, organizational culture, and manager support are essential to creating a supportive work atmosphere. Employees who feel comfortable and supported tend to show higher work performance (Lestari & Farida, 2022). Human resources play a crucial role in organizational effectiveness. Work discipline is also an important factor because it can improve work performance. Discipline includes time discipline and complying with organizational regulations, which are important for achieving optimal work results. Discipline must come from personal awareness and not just because of coercion. The work environment also affects employee satisfaction and work effectiveness (Komala Ayu & Sinaulan, 2018). For Crew Members (ABK), physical factors such as ship facilities, equipment conditions, and cleanliness are very important. In addition, social relationships and organizational culture also play a major role in increasing work enthusiasm and job satisfaction. Research shows that the quality of the physical environment, such as temperature and ergonomics, directly affects employee comfort and productivity.

The results of research on discipline towards employee performance have been conducted by (Anjani & Teviana, 2024) regarding the influence of work transfers and work discipline on employee performance at the Bank Sumut Pusat Medan office. The results of the study are that discipline affects employee performance. At PT. Bank Sumut employees are divided according to their respective divisions so that their work is easier, good work discipline can be seen from the high awareness of employees in complying with and obeying all applicable regulations and the great sense of responsibility for the duties of each employee.

Likewise with the environment, research has been conducted by (Taiwo, 2010) on the Influence of the Work Environment on Employee Performance in the Production Section through Work Motivation as an Intervening Variable at PT. Trio Corporate Plastic (Tricopla). The results of the study are that the work environment has an influence on positive work motivation. This shows that the work environment includes the work environment from

the technological environment, the work environment from the human environment, and the work environment from the organizational environment proven to motivate employees so that employee productivity levels increase.

The researcher was motivated by the research above, so the researcher took the research on the MV Sinar Penida Ship, which had obstacles such as low work discipline and sense of ownership of the organization, as well as the inadequacy of the implementation of an adequate work environment. Therefore, this study entitled "The Influence of Work Discipline and Work Environment on the Work Performance of Crew Members (ABK) on the MV Sinar Penida Ship" aims to evaluate how discipline and work environment conditions affect the work performance of ABK.

2. LITERATURE REVIEW, FRAMEWORK OF THINKING

2.1. Literature review

2.1.1. Discipline Work

Discipline Work is attitude obedient to rules and regulations that apply in a country organization, carried out in a way aware without coercion. According to Arifin, (2019), work discipline reflects the awareness and willingness of employees to obey organizational regulations and social norms. Suwanto et al., (2021) stated that discipline includes awareness and willingness to obey applicable regulations and norms. Pakpahan et al., (2023) explained that work discipline is a tool for managers to motivate employees to change their behavior and obey regulations and social norms. (Supriatiningsih, 2023) added that work discipline is a management action to encourage awareness and willingness of members to obey regulations and social norms voluntarily.

Sumar et al., (2020) define discipline as an attitude of willingness to understand and obey applicable norms. Hidayat, (2021) explains that work discipline is an attitude of respecting and obeying regulations, both written and unwritten, and being ready to accept sanctions if they are violated. In general, discipline involves compliance with rules, self-control, and developing orderly behavior. In addition, discipline includes the responsibility to keep promises and carry out duties according to applicable regulations. The main purpose of discipline is to ensure that employee behavior is consistent with organizational rules. Disciplinary violations include actions or deeds that violate regulatory provisions, both inside and outside working hours.

In its implementation, discipline must be: a. Immediate: Disciplinary action must be taken immediately after the violation occurs. b. Early Warning: The purpose and sanctions of discipline must be communicated before action is taken. c. Consistent: Applied fairly to all individuals under the same conditions to avoid favoritism. Overall, discipline aims to achieve harmony and fairness in group or organizational life.

2.1.2. Work environment

The work environment affects employee performance through various physical, social, and psychological aspects that affect productivity, well-being, and job satisfaction (Lestary & Harmon, 2017) . According to the work environment theory in (Wicaksono & Liana, 2024) , these factors are divided into two main groups:

- a. **Physical Conditions:** Includes lighting, noise, temperature and work space design.
- b. **Social Conditions:** Includes interpersonal relationships, culture organization, and style leadership.

According to (Lestari & Farida, 2022), emphasizing the importance of interaction between job design and social environment for employee well-being. Research by Smith and Brown (2024) also shows that a work environment that supports flexibility and work-life balance can increase employee engagement and productivity. Overall, understanding and applying the latest theories on the work environment are important for creating an effective and sustainable workplace.

2.1.3. Work performance

Work performance is the results and quality of work achieved by a person in carrying out his duties. According to (Sondari et al., 2024), work performance is the activities and work results shown in carrying out tasks. (Dewi & Novandriani, 2020) added that work performance includes work results in terms of quality and quantity according to the responsibilities given. Sudiantoro, (2014) defines work performance as the results achieved from the tasks assigned, based on skills, experience, sincerity, and time. (Rorimpandey et al., 2023) stated that work performance is the result achieved from a person's work behavior in carrying out work activities.

Factors that influence work performance include:

- a. Ability: This factor consists of from ability potential (IQ) and ability real (knowledge + skills). Employee with high IQ and education adequate, and appropriate skills with work, will more easy reach expected performance. Placement employee in accordance skill they (the right man in the right place) are important For optimal results.
- b. Motivation: Motivation is conditions that move employee For reach objective organization. This is influenced by the attitude employee to situation work and play role important in achievement objective Work.

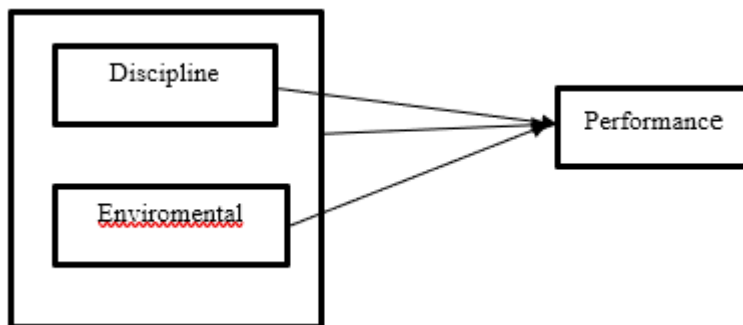
2.2. Hypothesis and Framework Thinking

2.2.1. Hypothesis Study

- a. H1: Work discipline has a positive effect on the work performance of the crew of the MV Sinar Penida ship.
- b. H2: The work environment has a positive effect on the work performance of the crew of the MV Sinar Penida ship.
- c. H3: Employee work discipline and work environment have a positive effect on the work performance of the crew of the MV Sinar Penida ship.

2.2.2. Framework

Figure 1. Framework



Source: author's data processing

3. RESEARCH METHODOLOGY

Types of research used in study This is study quantitative descriptive. Variable in study This consists of of two variables independent (X) and one variable dependent (Y). population are the crew of the MV Sinar ship Penida which amount respondents 65 crew members. Data processing using SPSS with data testing, namely data normality test, classical test and hypothesis test.

So the definition from every variable is as following:

a. Variables Independent (variable) free)

According to Sugiyono (2013:39), Variables independent (free) is is variables that influence or which becomes because the changes or the emergence dependent variable (bound). The independent variables in the research that the author took were work discipline (X1) and Work Environment (X2).

b. Variables Dependent (variable) tied)

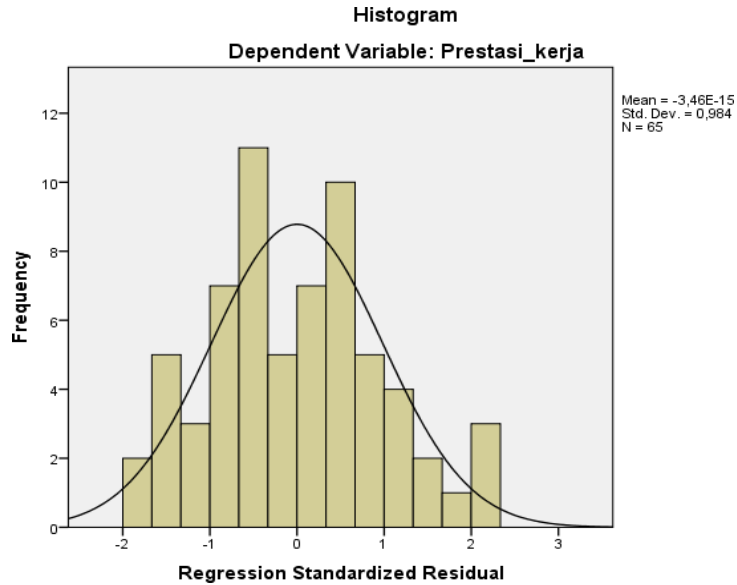
Variables dependent according to Sugiyono (2013:39) is influenced variables or become consequence existence variable independent . In the research that the author take is performance Subordinate work Ship (Y). The operationalization of the variables can be seen in the table below, which consists of variables, indicators and scales.

4. ANALYSIS RESULTS AND DISCUSSION

4.1. Analysis results

4.1.1. Data Analysis Results Test Reliability Test Data Normality

Figure 2. Normality Test



From the looks of it histogram graph above can concluded that the residuals appear distributed normally and in the form symmetrical No to look at to right or to left, showing that curve shaped the second bell his side widen.

From the PP Plot graph above it can also be seen that the data is collected around the diagonal line. This is means normality test Already fulfilled or the model has normally distributed. Both chart the show that the regression model fulfil regression fulfil assumption normality.

4.1.2. Multicollinearity Test

Table 4.12 Multicollinearity Test

Model		Coefficients ^a					Collinearity Statistics	
		Unstandardized Coefficients		Standardized Coefficients		Sig.	Tolerance	VIF
B	Std. Error	Beta	t					
1	(Constant)	3,079	1,691		1,821	,073		
	Disiplin_Kerja	,943	,063	,874	15,038	,000	,987	1,013
	Lingkungan Kerja	,121	,070	,100	1,717	,091	,987	1,013

a. Dependent Variable: Prestasi kerja
 Sumber: Hasil olah data SPSS

Based on the table above, it is known that the tolerance value and VIF value of the Work Environment variable (X1) are 0.987 and 1.013, and the Work Environment value (X2) is 0.987 and 1.013. The VIF value is between 1-10 and the tolerance value for each variable is > 0.10, so it is concluded that the model is free from multicollinearity symptoms, meaning that the independent variables are not related to each other or there is no correlation between the independent variables.

4.1.3. Analysis Coefficient Correlation

Table 1. Analysis correlation

		Correlations		
		Disiplin_Kerja	Lingkungan Kerja	Prestasi_kerja
Disiplin_Kerja	Pearson Correlation	1	,114	,885**
	Sig. (2-tailed)		,366	,000
	N	65	65	65
Lingkungan Kerja	Pearson Correlation	,114	1	,199
	N	65	65	65
	Pearson Correlation	,885**	,199	1
Prestasi_kerja	Pearson Correlation	,885**	,199	1
	Sig. (2-tailed)	,000	,111	
	N	65	65	65

Source: SPSS data processing

Based on the table above, the work discipline variable (X1) has a relationship/correlation (sig value 0.000 and 0.000 < 0.05) and the relationship is very strong to work performance (0.885 is in the interval 0.800 - 1.000). While the Work Environment (X2) has no relationship/correlation (sig value 0.111 and 0.111 > 0.05) and the relationship is very weak/low (0.199 is in the interval 0.000 - 0.199) to work performance.

4.1.4. Analysis of Determination Coefficient (R2)

Table 2. Analysis of Determination Coefficient

Model Summary ^b				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,891 ^a	,793	,787	1,07701
a. Predictors: (Constant), Mutasi, Disiplin_Kerja				
b. Dependent Variable: Prestasi_kerja				

Source: SPSS data processing

Based on the table above, the results of the multiple linear regression analysis can be seen from the Adjusted R Square of 0.787, which shows that work performance is influenced by two variables, namely work discipline and work environment by 78.7%, the remaining 21.3% of the work performance of the Crew (ABK) of the MV Sinar Penida Ship is influenced by other variables that have not been studied in this study.

4.1.5. Partial Test (t-Test)

Table 3. Partial Test (t-Test)

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	3,079	1,691		1,821	,073
	Disiplin_Kerja	,943	,063	,874	15,038	,000
	Lingkungan Kerja	,121	,070	,100	1,717	,091

a. Dependent Variable: Prestasi_kerja

Source: SPSS data processing

Based on the constant values and regression coefficients in the table above, the multiple linear regression equation is known as follows:

$$Y = 3.079 + 0.943X_1 + 0.121X_2 + e$$

The numbers in the multiple linear regression equation can be interpreted as follows:

- Constant value (α) is 3.079, which means If variable Environment Work and discipline, assumed worth zero, then variable performance the work of the Ship's Crew (ABK) will worth of 3,079.
- Coefficient value regression variable discipline work (β_1) is worth positive of 0.943 means every improvement One unit discipline work, will increase performance Crew member (ABK) workload of 0.943 with assumption other variables have values still .
- Coefficient value regression variable Environment Work (β_2) is worth positive of 0.121 means every improvement One unit Environment Work, will increase performance Crew members (ABK) workload of 0.121 with assumption other variables have values still.

Furthermore, based on the t -count results in the table above, then can explained the influence of each variable independent to variable dependent as following:

- Variables discipline work (X_1) has higher t - value big from t -table value ($15.038 > 1.999$) and level greater significance small from 0.05 ($0.00 < 0.05$). This is show that variable discipline Work in a way partial significant influence to performance work of the Crew (ABK) of the MV Sinar Penida Ship, hypothesis (H_1) is accepted.
- Variables Environment Work (X_2) has higher t - value small from t- table value ($1.717 < 1.999$), and the level of greater significance big from 0.05 ($0.091 > 0.05$). This is show that variable Environment Work in a way partial No influential significant to performance work of the Crew (ABK) of the MV Sinar Penida Ship, hypothesis (H_2) is rejected.

4.1.6. Simultaneous Test (F Test)

Table 4. Simultaneous Test (F Test)

		ANOVA ^a				
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	276,145	2	138,073	119,034	,000 ^b
	Residual	71,916	62	1,160		
	Total	348,062	64			

Based on the table above, it is known that the F count value is $119.034 > 1.999$ and the significant value is 0.000. If the significance ($0.000 < \alpha (0.05)$) then H_0 is rejected and H_a is accepted. This means that there is an influence of work discipline and work environment simultaneously on the work performance of the Crew (ABK) of the MV Sinar Penida Ship. In other words, the research model stated has fulfil goodness of fit.

4.2 Discussion

4.2.1 Discipline has a significant influence on work performance

The results of the study show that work discipline partially has a significant effect on the work performance of the Crew (ABK) of the MV Sinar Penida Ship. □ Work discipline ensures that ABK comply with established rules and procedures, such as safety procedures, ship operational standards, and work schedules. This compliance reduces the risk of operational errors and accidents that can harm performance and safety. Discipline supports consistency in carrying out daily tasks, which is important for maintaining smooth ship operations and ensuring that all tasks are completed on time. Work discipline increases attention to detail and quality of work. Disciplined ABK tend to be more thorough and careful in carrying out their tasks, so that their work results are more accurate and in accordance with standards. Discipline helps ABK manage their time better, ensure that all tasks are completed on schedule, and avoid delays that can affect overall performance. Work discipline encourages ABK to be more responsible and committed to their tasks. Those who are disciplined are usually more likely to complete their work well and fulfill their responsibilities without the need for close supervision. The results of this study are supported by (Rosalina & Wati, 2020) , (Pamungkas et al., 2022) , (Suwanto et al., 2021) .

4.2.2 The work environment has a significant influence on work performance

The results of this study state that the Work environment partially has no significant effect on the work performance of the Crew (ABK) of the MV Sinar Penida Ship. The MV Sinar Penida Ship has physical limitations such as

narrow space and environmental conditions that may not be able to be changed significantly. Facilities and working conditions on the ship, such as temperature or lighting, may already be within the tolerance limits that are acceptable to the ABK.

Major changes in the work environment may be impractical or may be costly and time-consuming, so the impact on work performance is not significant. If work discipline is a dominant factor, the crew's focus on compliance with rules and their responsibilities may be stronger than the influence of the work environment. High individual discipline can compensate for deficiencies or discomfort in the work environment. Work performance may be more influenced by the quality of work and the quantity of tasks performed, which are not always directly influenced by the physical aspects of the work environment. Crews may have adapted to the existing work environment conditions. They can develop habits and strategies to overcome physical and social challenges on board, so that the influence of the work environment becomes less significant on their work performance. Experienced and skilled crews may be better able to overcome work environment challenges and maintain good work performance, regardless of existing physical or social conditions. This is in accordance with the results of research from (Turap et al., 2022) , (Taiwo, 2010) , (Sihaloho & Siregar, 2020) .

4.2.3 Discipline and work environment simultaneously have a significant influence on work performance

This study states that there is an influence of work discipline and work environment simultaneously on the work performance of the Crew (ABK) of the MV Sinar Penida Ship. Work discipline helps ensure that ABK comply with work procedures and standards, while a supportive work environment can improve work comfort and effectiveness. Both work together to create ideal working conditions. Discipline ensures that tasks are carried out properly, while a good work environment helps improve performance. High work discipline can offset some weaknesses in the work environment, such as physical discomfort or social pressure. Conversely, a positive work environment can motivate ABK to comply with rules and procedures better, so that both reinforce each other's impact on work performance. A positive work environment, such as good interpersonal relationships and a supportive organizational culture, can increase ABK motivation. This motivation, combined with work discipline, encourages ABK to try harder and achieve better work results. Discipline ensures that ABK follow the correct procedures, while a good work environment helps them do it more efficiently and comfortably. For example, good lighting and adequate facilities can help ABK to work more focused and productively. A supportive work environment can increase job satisfaction, which in turn strengthens the commitment and discipline of ABK towards their duties. ABK who are satisfied with their working conditions tend to be more committed and disciplined in carrying out their work. The results of this study are supported by (Khafidz, 2020), (Jaya et al., 2022) (Ahmad et al., 2022).

5. CONCLUSION AND SUGGESTIONS

5.1 Conclusion

Partial work discipline has a significant effect on the work performance of the Crew of MV Sinar Penida. Partial work environment does not have a significant effect on the work performance of the Crew of MV Sinar Penida. Simultaneously, work discipline and work environment have an effect on the work performance of the Crew of MV Sinar Penida.

5.2 Research Limitations

Although this study provides a significant contribution to understanding the relationship between work discipline, work environment, and work performance of crew members on the MV Sinar Penida ship, there are several limitations that need to be considered:

a. Generalization of Results

The findings in this study may not be directly applicable to all organizational contexts or other types of vessels because the research focus is limited to one vessel and one type of population.

b. Sample Limitations

The research sample may not fully represent the diversity of Crew Members on other vessels. This may affect the generalizability of the findings to the wider population.

c. Method of collecting data

The use of questionnaires as the sole tool for collecting data may limit in-depth understanding of the factors that influence work discipline, work environment, and work performance. Additional qualitative approaches may provide deeper insights.

d. Variable Limitations

This study only considers the relationship between work discipline, work environment, and work performance. Other factors such as intrinsic motivation, managerial support, and working conditions may also affect the work performance of Crew Members and can be the focus of future research.

e. Secondary Data Limitations

This study rely on secondary data from questionnaire provided by respondents . Limitations This Possible influence accuracy and completeness information obtained .

Although Thus, research This give strong foundation For understand importance discipline Work and Environment Work in increase performance Crew work, with implications practical For development policies and practices management source Power human in the sector shipping .

5.3 Suggestions

As for the suggestions that can be given to organization is to be disciplined Work and Environment Work can increase performance Subordinate work Boat . In accordance with results questionnaire then the advice that can be given is as following:

- a. Viewed from answer Respondent about obedience to regulations made by the company with insufficient answer satisfying , this need done strict implementation from companies , for example problem presence appropriate time come and go home work , completion Work in accordance schedule . In case This leader should give good example / role model with come more beginning and give sanctions to Every Subordinate The ship that Still do error repeatedly.
- b. In implementation Environment Work of Subordinates Ship, system process Environment Work done with in accordance with the rules that have been determined by the company and should be customized with need the work and abilities of the Ship 's Crew in field said , so that the achievement Crew members can work increase.
- c. Performance Subordinate work The ship that has achieved moment This should must Keep going maintained and more improved Because Still There is a number of indicators that are still must fixed.
- d. For researchers who will do analysis more carry on For know factors that influence performance Crew work, expected For expand room scope aspects studied No only motivation work and discipline work , recommended For add another variable to dig more deep and perfect results study so that can become outlook knowledge knowledge results study so that can become outlook knowledge knowledge especially in the field of management source Power humans who can give birth to theories new.

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