

## THE EFFECT OF PHYSICAL WORK ENVIRONMENT AND WORK DISCIPLINE ON EMPLOYEE PERFORMANCE AT PT SIGAP DASA PERKASA IN SOUTH JAKARTA

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### Article History

Received : Januari 2025

Revised : Januari 2025

Accepted : February 2025

Published : February 2025

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### No. Contact:

### Cite This Article:

### DOI:

<https://doi.org/10.56127/ijml.v4i1.1922>

**Abstract:** This study examines the influence of the physical work environment and work discipline on employee performance at PT Sigap Dasa Perkasa. The research employs a quantitative associative approach, utilizing survey methods with data collected through questionnaires, interviews, and observations. The sample consists of employees selected through purposive sampling, and data analysis was conducted using multiple regression analysis. The physical work environment was evaluated based on lighting, air circulation, cleanliness, and overall workplace comfort, while work discipline was assessed in terms of attendance, adherence to rules, and accountability. Employee performance was measured through work quality, quantity, punctuality, and independence. The findings indicate that both physical work environment and work discipline significantly affect employee performance. A conducive work environment enhances focus and productivity, while strong discipline fosters consistency, responsibility, and efficiency. The study concludes that optimizing workplace conditions and implementing structured disciplinary policies can enhance overall employee performance. It is recommended that PT Sigap Dasa Perkasa continuously improve workplace facilities and maintain a culture of discipline to achieve sustainable productivity and competitiveness.

**Keywords:** Physical Work Environment, Work Discipline, Employee Performance.

## INTRODUCTION

In an era of increasing globalization, competition among outsourcing companies has become more intense. To face these challenges, companies must be able to compete effectively with other outsourcing firms. The success of a company in achieving its goals largely depends on the optimal management of human resources. If human resources are not managed properly, achieving company objectives will be difficult. Human Resource Management (HRM) is a strategic approach to managing skills, motivation, development, and workforce organization to be utilized optimally in achieving company goals. According to various experts, HRM plays a role in regulating the relationships and functions of the workforce to be more effective and efficient in supporting the realization of company, employee, and societal objectives. HRM also includes the processes of recruitment, selection, development, maintenance, and utilization of human resources to achieve both individual and organizational goals.

As a company engaged in professional, superior, and trusted security services, PT Sigap Dasa Perkasa specializes in providing comprehensive security and safety services, prioritizing customer satisfaction. The services offered include security personnel provision, security consulting, security training, and the implementation of security equipment. In the modern era, the presence of a security unit (Satpam) has become a crucial element in supporting a company's performance. The primary duty of Satpam is to safeguard assets and provide protection for the security and safety of the company and its employees. Satpam is part of self-managed security forces and has assignments in various important locations such as offices, schools, residential areas, places of worship, and other vital objects. Their main duties include maintaining security and order in the workplace and its surroundings, protecting employees and visitors, and enforcing regulations and rules applicable in their work environment. According to police regulations, Satpam duties also include securing the work environment, enforcing order, securing crime scenes, inspecting vehicles, conducting body searches, and conducting preliminary interrogations of apprehended suspects.

Generally, the primary function of Satpam or security officers is to protect and safeguard the workplace or its environment from any security disturbances while enforcing the applicable regulations. In

carrying out their duties, security personnel must possess skills in early detection, quick response, preliminary investigation, and effective communication with the public. They must also understand proper security procedures to prevent and handle potential threats.

Based on observations at PT Sigap Dasa Perkasa, the main factors hindering employee performance include air temperature, workplace conditions, and a lack of cooperation among colleagues. Workplace discomfort can lead to decreased work effectiveness, resulting in suboptimal employee activities. If many employees feel uncomfortable, it can lead to increased absenteeism, tardiness, unexplained absences, and early departures from work. In this regard, the physical work environment plays a significant role in improving employee performance. Factors such as lighting, workplace layout, color schemes, air temperature, humidity, and cleanliness contribute to employee comfort while working. Therefore, creating a comfortable and conducive work environment is essential to enhance employee productivity. Additionally, work discipline is another crucial factor to consider, as employee punctuality and adherence to schedules significantly impact the company's operational efficiency.

Based on employee attendance data, it is evident that absenteeism and tardiness often occur due to a lack of communication between superiors, subordinates, and colleagues. This issue leads to some employees frequently missing work. Discipline plays a crucial role in shaping employees' commitment to following company regulations, as adherence to rules is essential for maintaining order. When discipline is lacking, violations become more frequent, resulting in disorganization. On the other hand, discipline fosters positive traits such as earning respect from colleagues, better time management, and a clearer sense of purpose.

Work discipline is a fundamental requirement in any workplace or institution to ensure employees remain focused and do not engage in unproductive activities during work hours. It serves as a concept in workplace management to regulate employee behavior according to company standards. Good discipline reflects an employee's responsibility in fulfilling their duties. According to experts, work discipline is characterized by compliance with regulations and norms within a company to enhance employee accountability and organizational goals. A disciplined work environment is achieved when employees consistently adhere to company policies and procedures.

Employee performance is the outcome of a process measured over a specific period, based on agreed-upon standards. It reflects the quality and quantity of work achieved in alignment with organizational goals. Employee performance can be assessed through indicators such as work quality, quantity, timeliness, effectiveness, and independence. The presence of effective teamwork significantly influences performance, as lack of collaboration can result in inefficiency. Performance evaluation data from PT Sigap Dasa Perkasa indicates that in 2020, employees achieved an average performance score categorized as "good," while in 2021 and 2022, performance ratings declined to "poor." This decline suggests a need for improvements in employee discipline, workplace conditions, and communication to enhance overall performance. Ensuring a well-managed work environment and fostering discipline are crucial strategies for improving productivity and achieving company objectives effectively.

## **METHODS**

### **A. Overview of the organization**

PT Sigap Dasa Perkasa (SDP) was established on January 27, 2011, as a business entity under Prilatman Group, specializing in workforce outsourcing services. Committed to maintaining service quality and ensuring operational sustainability, SDP has grown into one of the key contributors to achieving optimal performance for both the company and its business partners. By relying on four core business pillars—Security, Labour, General Affairs, and Professional—SDP continues to strengthen its position in the workforce services industry. The company consistently upholds operational excellence principles to support productivity and security across various increasingly competitive business sectors.

In its efforts to expand a positive business footprint, SDP remains committed to developing an enterprise portfolio that contributes to national development. Adhering to values of integrity and professionalism, SDP plays a role as a partner to law enforcement, a driver of productivity, a stabilizer of the economy, and a representative of the security and professional workforce industry. As part of Prilatman Group's strategic business approach, SDP prioritizes the effective and competitive management of human resources. With a focus on innovation and efficiency, SDP continues to enhance its competitiveness across various industries, ensuring operational sustainability and optimal performance for its business partners.

With a vision to become a leading and trusted national workforce provider, SDP is committed to continuous innovation in professional human resource development. Business partner satisfaction is a top priority, achieved through high-quality, reliable, and integrity-driven work results. With a structured and positive work ethic, SDP accelerates business growth through strategic planning and accountability to all stakeholders. As part of Prilatman Group, SDP is dedicated to delivering value to society and strengthening

its role as a company that fosters professional workforce development and a secure, productive work environment.

### B. Respondent Characteristics

The characteristics of the respondents in this study were analyzed based on several factors, including age, gender, education level, and work tenure. Based on age distribution, the majority of respondents were between 20 and 30 years old, making up the largest portion of the sample. A smaller percentage of employees were aged between 31 and 40 years, while only a few were in the 41-50 and above 50 age groups. This indicates that the workforce at PT Sigap Dasa Perkasa is predominantly composed of young employees.

In terms of gender distribution, the majority of respondents were male, accounting for more than two-thirds of the total respondents. Meanwhile, female employees comprised a smaller portion of the workforce. This distribution reflects the nature of the security services industry, where male employees generally dominate operational roles. Regarding educational background, most respondents had a high school or vocational school education, making up the largest proportion of the sample. A smaller number of employees held diplomas, bachelor's degrees, or other educational qualifications. This suggests that the company primarily recruits employees with practical training and qualifications suitable for the security services sector.

The respondents' work tenure varied, with the largest group having one year of experience at the company. A significant portion of employees had worked for two or three years, while a smaller group had been with the company for less than a year. This distribution indicates a relatively stable workforce, with a considerable number of employees having gained experience over multiple years, contributing to the company's operational efficiency.

### C. Validity and Reliability Test

**Table 1. Validity Test Results Based on Physical Work Environment Variables**

No	Question	r Calculated	r Table	Decision
1	The quality of lighting in the work environment is already good.	0.796	0.252	Valid
2	The lighting at my workplace is sufficiently bright to assist me in working.	0.733	0.252	Valid
3	The cleanliness of the workplace environment is well maintained.	0.744	0.252	Valid
4	The color scheme at my workplace is suitable for supporting my work.	0.866	0.252	Valid
5	The decorations in the work environment create a pleasant atmosphere.	0.734	0.252	Valid
6	Background music in the work environment helps improve productivity.	0.592	0.252	Valid
7	The noise level in the work environment disrupts work concentration.	0.586	0.252	Valid
8	The room temperature at my workplace makes me comfortable while working.	0.763	0.252	Valid
9	The air circulation at my workplace is properly regulated.	0.719	0.252	Valid
10	The humidity level in the work environment affects my performance.	0.623	0.252	Valid

**Table 2. Validity Test Results Based on Work Discipline Variables**

No	Question	r Calculated	r Table	Decision
1	The attendance policy at the workplace has been socialized and fully understood by all employees.	0.697	0.252	Valid
2	Consistent attendance positively influences work performance and relationships.	0.87	0.252	Valid
3	I have followed organizational procedures and policies in carrying out my work.	0.855	0.252	Valid
4	I can meet the quality standards set for my job.	0.792	0.252	Valid
5	Obedience to superiors influences employee performance.	0.694	0.252	Valid
6	I have followed instructions and guidance from my superiors properly.	0.852	0.252	Valid
7	I am aware of the work I am doing.	0.773	0.252	Valid
8	I can complete tasks on time without needing reminders.	0.81	0.252	Valid
9	I clearly understand my tasks and responsibilities at the workplace.	0.874	0.252	Valid
10	I always provide reports or updates on work progress to my superiors or team members as requested.	0.87	0.252	Valid

**Table 3. Validity Test Results Based on Employee performance Variables**

No	Question	r Calculated	r Table	Decision
1	I am able to complete my work better than the standard.	0.853	0.252	Valid
2	I can complete each task thoroughly and neatly.	0.827	0.252	Valid
3	I can complete my work according to the standard quantity set by the company.	0.872	0.252	Valid
4	The work I produce aligns with the targets set by the company.	0.835	0.252	Valid
5	I have never been late for work.	0.777	0.252	Valid
6	I arrive and leave work according to the schedule set by the company.	0.818	0.252	Valid
7	I can provide added value or benefits in my work.	0.799	0.252	Valid
8	I can achieve accomplishments in my work.	0.878	0.252	Valid
9	I can complete my work without needing assistance from others.	0.631	0.252	Valid
10	I can understand every task I perform independently.	0.551	0.252	Valid

Based on the data in the table above, all research variables obtained an r calculated value greater than r table (0.252). This indicates that all questionnaire items are declared valid. Therefore, the questionnaire used is suitable for processing as research data.

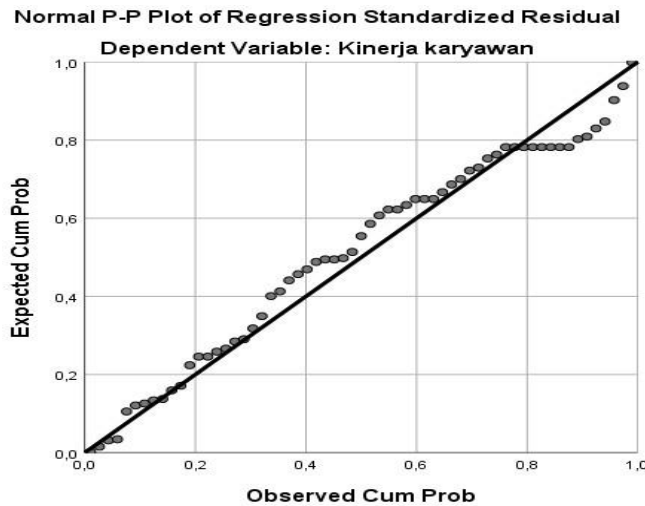
**Table 4. Reliability Test**

Variable	Cronbach's Alpha	Cronbach's Alpha Standard	Decision
Physical Work Environment (X1)	0.89	0.6	Reliable
Work Discipline (X2)	0.94	0.6	Reliable
Employee Performance (Y)	0.93	0.6	Reliable

Based on the analysis results in Table 4, it is shown that the variables Physical Work Environment (X1), Work Discipline (X2), and Employee Performance (Y) are declared reliable. This is evidenced by each variable having a Cronbach's Alpha value greater than 0.600.

**D. Classic Assumption Test**

**1. Normality Test**



**Figure 1. Normality Test**

From the results of the normality test using the Probability Plot in Figure 1, the distribution of residual values appears to spread around and follow the diagonal line on the Normal P-Plot graph. This indicates that both tests mentioned above confirm that the regression model is appropriate for use, as it meets the normality assumption.

**2. Multicollinearity Test**

The multicollinearity test is conducted to determine whether there is a high correlation between independent variables, which would indicate multicollinearity. A good regression model should not have multicollinearity among the independent variables.

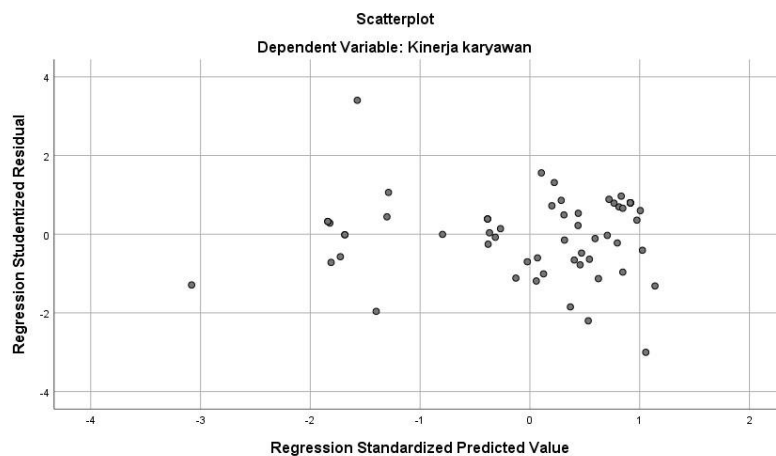
**Table 5. Multicollinearity Test**

Model	Unstandardized Coefficients	Standardized Coefficients	t	Sig.	Collinearity Statistics
	B	Std. Error	Beta		Tolerance
1 (Constant)	4.043	2.667		1.516	0.135
Physical Work Environment	-0.303	0.103	0.273	2.94	0.005
Work Discipline	1.168	0.098	1.109	11.93	0

**a. Dependent Variable:** Employee Performance

Based on the results of the multicollinearity test in Table 5, the tolerance value for the Physical Work Environment variable is 0.360, and for the Work Discipline variable, it is also 0.360—both of which are less than 1. Meanwhile, the Variance Inflation Factor (VIF) for the Physical Work Environment variable is 2.778, and for the Work Discipline variable, it is also 2.778—both of which are less than 10. These results indicate that the regression model does not experience multicollinearity issues.

**3. Heteroscedasticity Test**



**Figure 2. Heteroscedasticity Test**

The Based on the results in Figure 2, the points on the scatterplot graph do not form a clear pattern or a specific trend in their distribution. This indicates that there is no heteroscedasticity issue in the regression model, making it suitable for use.

**C. Multiple Linear Regression Analysis**

**Table 6. Multiple Linear Regression Analysis**

Model	Unstandardized Coefficients (B)	Standardized Coefficients (Beta)	t	Sig.
	B	Std. Error		
(Constant)	1.396	2.882	0.485	0.630
Physical Work Environment	0.018	0.119	0.016	0.880
Work Discipline	0.924	0.110	8.372	0.000

Based on the results of the Multiple Regression Analysis in Table 6, the obtained multiple regression equation in this study is as follows:

$$Y = 1.396 + 0.018 X1 + 0.924 X2$$

From the equation above, the following conclusions can be drawn:

1. The constant value of 1.396 means that if the Physical Work Environment (X1) and Work Discipline (X2) variables are both zero, then the Employee Performance (Y) would be 1.396.
2. The regression coefficient for the Physical Work Environment (X1) is 0.018, which means that if the constant remains unchanged and there is no change in the Work Discipline variable (X2), then every 1-unit increase in the Physical Work Environment (X1) will result in a 0.018-point change in Employee Performance (Y).

3. The regression coefficient for Work Discipline (X2) is 0.924, which means that if the constant remains unchanged and there is no change in the Physical Work Environment variable (X1), then every 1-unit increase in Work Discipline (X2) will result in a 0.924-point change in Employee Performance (Y).

**Table 7. F Test**

		ANOVA <sup>a</sup>				
Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	2616,460	2	1308,230	110,996	,000 <sup>b</sup>
	Residual	683,606	58	11,786		
	Total	3300,066	60			

Based on the results in Table 7, the calculated F value (110.996) is greater than the F table value (3.160). This is also supported by a p-value < Sig. 0.05 (0.000 < 0.05). Therefore, H<sub>0</sub> is rejected, and H<sub>3</sub> is accepted, indicating that there is a significant simultaneous effect of the Physical Work Environment and Work Discipline on Employee Performance.

**Table 8. Coefficient of Determination**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	0.890a	0.793	0.786	3.433
<b>a. Predictors:</b> (Constant), Work Discipline, Physical Work Environment				

Based on the results in Table 8, the correlation coefficient obtained is 0.890, which falls within the 0.800–1.000 interval. This indicates that the Physical Work Environment (X1) and Work Discipline (X2) have a very strong relationship with Employee Performance (Y) when considered simultaneously. Furthermore, the results in Table 8 show a coefficient of determination (R<sup>2</sup>) of 0.793, meaning that 79.3% of the variation in Employee Performance (Y) is influenced by the Physical Work Environment (X1) and Work Discipline (X2). The remaining 20.7% is attributed to other factors not examined in this study.

## DISCUSSION

The study highlights the significant influence of the physical work environment on employee performance. A well-organized and comfortable workplace plays a crucial role in shaping how employees carry out their tasks. When employees work in an environment with proper lighting, good air circulation, minimal noise distractions, and an overall clean and structured setting, they are more likely to stay focused, be efficient, and maintain high productivity levels. A conducive work environment minimizes stress, enhances motivation, and allows employees to carry out their responsibilities more effectively.

A work environment that lacks proper facilities, ventilation, or structured layouts can create discomfort, ultimately affecting employee efficiency. Employees who feel physically uncomfortable at work may struggle to concentrate, leading to a decline in productivity and work quality. Previous research has confirmed that the physical setting of a workplace significantly impacts employees' mood, motivation, and ability to meet work expectations. Companies that invest in maintaining a well-structured and supportive work environment can foster a more engaged and high-performing workforce.

The results also confirm that work discipline is a key factor in employee performance. Employees who demonstrate a strong sense of discipline tend to exhibit higher consistency, punctuality, and commitment to their roles. Discipline ensures that employees adhere to company policies, meet deadlines, and execute tasks with precision. Employees who are disciplined also tend to take responsibility for their work, follow organizational rules, and contribute positively to workplace efficiency. A lack of discipline, on the other hand, can lead to disruptions, delays, and inefficiencies in workflow.

Discipline is often associated with employees' ability to manage their time effectively, follow established procedures, and uphold professionalism in their daily tasks. Companies that implement strict yet supportive disciplinary measures tend to experience higher levels of work performance and reduced instances of absenteeism or non-compliance. Prior research supports the idea that a well-disciplined workforce contributes to a company's overall success, as employees become more reliable, responsible, and productive in their respective roles. Moreover, the study establishes that when both the physical work environment and work discipline are considered together, they jointly enhance employee performance. A combination of a well-maintained workplace and a strong culture of discipline creates an ideal setting for employees to perform

optimally. This finding suggests that organizations should focus not only on improving workplace conditions but also on fostering a disciplined and structured work culture. By addressing both factors simultaneously, companies can maximize employee efficiency and contribute to overall business growth.

Previous research has also found that organizations that prioritize both workplace improvements and employee discipline tend to experience lower turnover rates, increased job satisfaction, and higher levels of productivity. Employees who work in a structured and supportive environment feel more valued and motivated to maintain high performance levels. When companies invest in developing both physical workspaces and work discipline, they cultivate a culture of excellence that benefits both employees and the organization as a whole.

Furthermore, the study aligns with existing theories in human resource management, which emphasize that performance is not solely determined by individual capabilities but also by environmental and behavioral factors. The physical workspace serves as a foundation for employees to carry out their responsibilities efficiently, while discipline ensures that they remain consistent and committed to their tasks. The synergy between these two factors creates a sustainable framework for organizational success, allowing companies to achieve long-term productivity improvements. The findings also reinforce the importance of leadership and management strategies in maintaining workplace discipline and optimizing work environments. Managers and organizational leaders play a critical role in ensuring that employees adhere to company standards, work in structured environments, and receive the necessary support to perform at their best. By implementing policies that enhance workplace conditions and reinforce discipline, organizations can foster a work culture that encourages accountability, efficiency, and continuous improvement.

From a practical perspective, companies should consider regularly evaluating their workplace conditions to ensure that employees have access to the necessary facilities, equipment, and a comfortable work setting. Simultaneously, organizations should establish clear disciplinary policies that help employees understand expectations, maintain consistency, and uphold company values. By addressing both environmental and behavioral aspects of work performance, businesses can create a balanced and highly productive work ecosystem. The study confirms that both the physical work environment and work discipline significantly contribute to employee performance. Organizations that prioritize these factors tend to foster higher levels of employee engagement, motivation, and efficiency. Investing in workplace improvements and reinforcing structured work practices can lead to sustained productivity growth, increased job satisfaction, and overall organizational success. These findings emphasize the need for businesses to adopt a holistic approach in managing their workforce, focusing on both physical conditions and behavioral discipline to achieve optimal performance outcomes.

## CONCLUSION

The conclusion of this study confirms that the physical work environment and work discipline have a significant impact on employee performance at PT Sigap Dasa Perkasa. A comfortable work environment, including adequate lighting, good air circulation, and workplace cleanliness, positively contributes to employee productivity. A supportive work environment enables employees to work more focused and efficiently, thereby improving their overall performance. Additionally, work discipline is proven to be a key factor in determining employee effectiveness. Employees with high discipline tend to be more consistent in carrying out their tasks, adhering to company rules, and demonstrating strong responsibility towards their work. A high level of discipline is also correlated with increased work efficiency, punctuality, and the achievement of company targets. The study further shows that the combination of an optimal physical work environment and strong discipline has a greater impact on improving employee performance. Therefore, the company is advised to continuously enhance workplace conditions and enforce supportive disciplinary policies to help employees reach their best performance levels. By doing so, PT Sigap Dasa Perkasa can create a more productive and highly competitive work environment.

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