

THE INFLUENCE OF THE WORK ENVIRONMENT AND DISCIPLINE ON THE WORK PRODUCTIVITY OF REGIONAL HOSPITAL EMPLOYEES KUMPULAN PANE

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Abstract

The aim of this research is to determine the influence of the work environment and discipline on the work productivity of RSUD employees. Pane Group. The population in this study were ASN employees of the Kumpulan Pane Regional Hospital, totaling 35 respondents. The data source in this study came from primary data, namely from the results of collecting questionnaires which were filled in directly by the respondents. Hypothesis testing uses multiple regression analysis on the SPSS version 25 application. The results of this research show that partially the work environment has no effect on work productivity and discipline has a significant effect on employee work productivity. Meanwhile, simultaneously the work environment and discipline influence the work productivity of ASN employees at Kumpulan Pane Hospital.

Keywords: work environment, discipline and work productivity

INTRODUCTION

Kumpulan Pane Regional General Hospital is one of the regional government hospitals in Tebing Tinggi City. This hospital is located on Jalan Dokter Akun Pane. Its existence is an important part of the best possible public service to the community. Therefore, in line with the demand for good service, medical, non-paramedical and administrative staff are needed who have reliable performance and must continue to be improved every year, in order to be able to realize the hospital's goal as a community service.

According to (Sedarmayanti & Haryanto, 2017) Work productivity is how to produce or increase goods and services as high as possible by utilizing resources efficiently. Efforts to increase employee productivity need to be made for all companies, both private companies and companies under state control. Increased productivity is carried out so that human resources can be used effectively and efficiently so that wasteful costs do not occur and company targets can be achieved optimally and minimize losses. It can be interpreted that employees as valuable assets for the company must be looked after, maintained and maintained because the company's progress can be seen from the work productivity provided by employees. Employee productivity usually increases if the employee is always present at the company, does a good job, is willing to work hard, is never absent or absent, and also the employee never goes on leave. Employee productivity can also decrease if the employee cannot compete with other employees, is often absent, works carelessly and is often absent (Sri Wahyuningsih, 2019).

Factors that influence employee work productivity include the work environment and work discipline. When doing work, employees as humans cannot be separated from the various conditions around where they work, namely the work environment. While carrying out work, each employee will interact with various conditions found in the work environment. Employees' interactions with their work and work environment produce goods or services. Based on the results of their work, employees receive rewards which have an impact on increasing their work productivity. According to (Sedarmayanti & Haryanto, 2017) "The work environment is the totality of tools and materials encountered, the surrounding environment in which a person works, work methods, and work arrangements both as an individual and as a group." The work environment is

everything that is around the employee while working, both physical and non-physical, which can influence the employee while working.

If the work environment is conducive then employees can be safe and comfortable and if the work environment is not supportive then employees cannot be safe and comfortable. Another factor that can influence employee work productivity is work discipline. Work discipline is an attitude of respect, respect, obedience and obedience to applicable regulations, both written and unwritten and being able to carry them out and not shirk from accepting sanctions if he violates the duties and authority given. Work discipline is a form of regulation implemented by the company so that employees can comply with it in the form of an attitude of awareness, readiness and willingness of employees to obey and comply with social norms that apply in their work environment.

In an agency or company, a system is needed that can support the performance of the organization. One of them is an adequate work environment and work discipline. Good performance is basically performance that meets organizational standards in supporting the achievement of organizational goals. On the other hand, a good organization is an organization that tries to improve the capabilities of its employee resources. Increasing employee performance will have an impact on progress for the company, so efforts to improve employee performance are the most serious management challenge in achieving success and realizing goals in the company's survival. In order for this performance improvement strategy to be successful, the company needs to know the performance targets. An employee is said to have high performance, if the specified workload is achieved and if the actual work results are higher than those set by the company. These demands that each employee cannot control will cause tension within the employee and if they cannot be overcome, the employee will experience a decline in work enthusiasm and work discipline in production in the company. To achieve high production results, company leaders must pay attention to work enthusiasm and work discipline. These demands that each employee cannot control will cause tension within the employee and if they cannot be overcome, the employee will experience a decline in work enthusiasm and work discipline in production in the company. To achieve high production results, company leaders must pay attention to work enthusiasm and work discipline. These demands that each employee cannot control will cause tension within the employee and if they cannot be overcome, the employee will experience a decline in work enthusiasm and work discipline in production in the company. To achieve high production results, company leaders must pay attention to work enthusiasm and work discipline.

Work discipline is a force that develops within an employee's body and causes employees to adapt voluntarily to decisions, rules and high values of work and behavior.(Litalien et al., 2011). In line with this opinion(Hasibuan & Silvy, 2019)also revealed that discipline is a person's awareness and willingness to obey all company regulations and applicable social norms. Loss of discipline will affect work efficiency and effectiveness of work tasks. If discipline cannot be enforced then it is possible that the goals that have been set cannot be achieved effectively and efficiently. As an illustration, if a company only pays attention to education, skills and technology without thinking about the enthusiasm and work discipline of employees, then even high levels of education, skills and technology will not produce maximum products if the person concerned cannot use them regularly and has serious work discipline. tall.

LITERATURE REVIEW

Work environment

According to(Kosasih et al., 2021)The work environment is everything that is around the employee and can influence him in carrying out the tasks assigned to him.Meanwhile, according to(Sedarmayanti 2017)The work environment is the totality of tools and materials encountered, the surrounding environment where a person works, work methods, and work arrangements both as an individual and as a group. This means that all the equipment used to do the work and the methods used, such as right boards, are also included in the environment.

The work environment indicators are as follows(Affandi et al., 2020):

1) Lighting

Sufficient lighting that emits appropriately will increase the work efficiency of employees, because they can work faster, make fewer mistakes and their eyes don't get tired quickly.

2) Color

It is one of the important factors to increase the work efficiency of employees, especially color will affect their mental state. By using the right color on the walls of the room and other equipment, the joy and calm at work of the employees will be maintained.

3) Air

Regarding these air factors, what is often air temperature and the amount of water vapor in the air.

4) Voice

To overcome noise, it is necessary to place equipment that has a loud sound, such as typewriters, telephones, motorbikes, etc. In a special room, so as not to disturb other workers in carrying out their duties.

Discipline

Work discipline is a force that develops within an employee's body and causes employees to adapt voluntarily to decisions, rules and high values of work and behavior.(Hasibuan & Silvya, 2019). This is in accordance with what was expressed by(Risma & Arwiah, 2022)who believes that work discipline is a tool that managers use to communicate with employees so that they are willing to change behavior and to increase awareness and a person's willingness to obey all the rules and social norms that apply in a company.

According to(Affandi et al., 2020)Work discipline indicators consist of:

- 1) Get to work on time
- 2) Effective use of time
- 3) Never absent/not working
- 4) Comply with all organizational and company regulations
- 5) Make daily work reports

Work productivity

maccording(Hasibuan, 2019)Productivity is the comparison between output (results) and input (input). Thus, productivity is defined as how efficiently the concrete results or products produced (output) are compared to the power deployed (input). This means that productivity will increase the efficiency of time, materials, energy, work systems, production techniques, and increase the skills of the workforce.

The indicators for measuring employee work productivity are:(Nainggolan, 2022):

1. Ability
2. Increasing the results achieved
3. Spirit at work
4. Self-development
5. Quality

METHOD

This research uses quantitative methods using multiple linear regression analysis in SPSS Version 25.0 with a sample of 35 ASN employees at the Kumpulan Pane Hospital, Tebing Tinggi City.

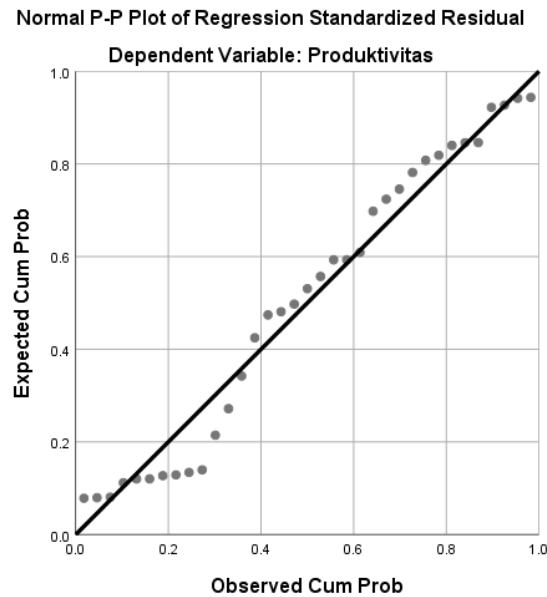
RESULTS AND DISCUSSION

Contents Results and Discussion

Normality test

The Normality Test aims to test whether in the regression model, confounding or residual variables have a normal distribution (Ghozali, 2016). The graphic method normality test uses a

normal probability plot, while the statistical method normality test uses the one sample Kolmogorov Smirnov Test.



Data that is normally distributed will form a straight diagonal line and plotting the residual data will be compared with the diagonal line. If the residual data distribution is normal then the line depicting the actual data will follow the diagonal line (Ghozali, 2016). The test results using SPSS 25.00 are as follows:

One Sample Kolmogorov Smirnov Test
One-Sample Kolmogorov-Smirnov Test

| | | Unstandardized Residuals | |
|-----------------------------|-------------------------|--------------------------|------|
| N | | 35 | |
| Normal Parameters, b | Mean | .0000000 | |
| | std. Deviation | 1.59345318 | |
| Most Extreme Differences | Absolute | .153 | |
| | Positive | .153 | |
| | Negative | -.075 | |
| Test Statistics | | .153 | |
| Asymp. Sig. (2-tailed) | | .036c | |
| Monte Carlo Sig. (2-tailed) | Sig. | .514d | |
| | 99% Confidence Interval | Lower Bound | .297 |
| | | Upper Bound | .732 |

- a. Test distribution is Normal.
- b. Calculated from data.
- c. Lilliefors Significance Correction.
- d. Based on 35 sampled tables with starting seed 2000000.

From the output in the table, it can be seen that the significance value (Monte Carlo Sig.) for all variables is 0.297, where the significance value is more than 0.05, then the residual value is normal, so it can be concluded that all variables are normally distributed.

Multicollinearity Test

The multicollinearity test aims to find out whether in the regression model there is a correlation between the independent variables. The multicollinearity test in this research is seen from the tolerance value or variance inflation factor (VIF). The calculation of tolerance or VIF values using the SPSS 25.00 for Windows program can be seen in the following table:

Multicollinearity Test Results

| Model | Collinearity Statistics | |
|------------------|-------------------------|-------|
| | tolerance | VIF |
| (Constant) | | |
| Work environment | ,551 | 1,816 |
| Discipline | ,551 | 1,816 |

a. Dependent Variable: Productivity

Based on the table above, it can be seen that the tolerance value of the work environment variable is 0.551, the discipline variable is 0.551, all of which are greater than 0.10, while the VIF value of the work environment variable is 1.002, the discipline variable is 1.002, all of which are smaller than 10. Based on the calculation results above, it can be seen that the tolerance value for all independent variables is greater than 0.10 and the VIF value for all independent variables is also smaller than 10 so that there are no symptoms of correlation in the independent variables. So it can be concluded that there are no symptoms of multicollinearity between the independent variables in the regression model.

Heteroscedasticity Test

The heteroscedasticity test aims to test whether the regression model has unequal variances from the residuals of one observation to another. A good regression model is one that is homoscedastic or does not have heteroscedasticity. One way to detect the presence or absence of heteroscedasticity is with the Glejser Test. The results of data processing using SPSS 25.00 show the results in the following table:

Glejser Test Results

| Model | Unstandardized Coefficients | | Standardized Coefficients | Q | Sig |
|------------------|-----------------------------|------------|---------------------------|--------|------|
| | B | std. Error | Beta | | |
| 1 (Constant) | 1,465 | 1,175 | | 1,247 | ,221 |
| Work environment | -.093 | ,086 | -.254 | -1,090 | ,284 |
| Discipline | ,070 | ,066 | ,247 | 1,060 | ,297 |

a. Dependent Variable: ABS_RES

The results of the Glejser test show that the significance value for the work environment variable is 0.284, and discipline is 0.297, both of which are greater than 0.050, so it can be concluded that there are no symptoms of heteroscedasticity.

Multiple Linear Regression Testing

Multiple linear regression testing explains the large role of organizational culture variables and work design variables on performance variables. Data analysis in this study used multiple

linear regression analysis using SPSS 25.00 for windows. The analysis of each variable is explained in the following description:

Multiple Linear Regression Results

| Model | | Coefficients ^a | | Standardized Coefficients Beta |
|-------|------------------|-------------------------------|------------|--------------------------------|
| | | Unstandardized Coefficients B | std. Error | |
| 1 | (Constant) | 2,235 | 2,340 | |
| | Work environment | ,151 | ,171 | .116 |
| | Discipline | ,753 | .131 | ,753 |

a. Dependent Variable: Productivity

Based on these results, the multiple linear regression equation has the formulation: $Y = a + b_1X_1 + b_2X_2$, so that the equation is obtained:

$Y = 2.235 + 0.151X_1 + 0.753X_2$. The description of the multiple linear regression equation above is as follows:

- 1) The constant value (a) of 2.235 indicates that the variable size of productivity, work environment and discipline is equal to zero.
- 2) The regression coefficient value for the work environment variable (b1) is 0.151, indicating the large role of the work environment variable in the productivity variable assuming the discipline variable is constant. This means that if the work environment variable factor increases by 1 unit value, it is predicted that the productivity variable will increase by 0.151 unit value assuming the discipline variable is constant.
- 3) The regression coefficient value of the discipline variable (b2) is 0.753, indicating the large role of the discipline variable on the productivity variable with the assumption that the work environment and discipline are constant. This means that if the price variable factor increases by 1 value unit, then the productivity variable is predicted to increase by 0.753 value units assuming the work environment variable is constant.

Coefficient of Determination (R²)

The coefficient of determination is used to see how much the independent variable contributes to the dependent variable. The greater the value of the coefficient of determination, the better the ability of the independent variable to explain the dependent variable.

Determination Coefficient Table Coefficient of Determination

| Summary model ^b | | | |
|----------------------------|-------|----------|-------------------|
| Model | R | R Square | Adjusted R Square |
| 1 | .835a | .697 | .678 |

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

b. Dependent Variable: Productivity

Based on the table above, it can be seen that the adjusted R square value is 0.678 or 67.8%. This shows that the work environment variable, Discipline, can explain the productivity variable by 67.8%, the remaining 32.2% (100% - 32.2%) is explained by other variables outside this research model.

t Test (Partial)

The t statistical test is also called the individual significance test. This test shows how far the independent variable partially influences the dependent variable.

Partial Test (t) Coefficientsa

| Model | Unstandardized Coefficients | | Standardized Coefficients Beta | t | sig. |
|------------------|-----------------------------|------------|--------------------------------|------|------|
| | B | std. Error | | | |
| 1 (Constant) | 2,235 | 2,340 | | ,955 | ,347 |
| Work environment | ,151 | ,171 | .116 | ,882 | ,384 |
| Discipline | ,753 | .131 | ,753 | ,743 | ,000 |

a. Dependent Variable: Productivity

- 1) From the table above, the tcount value for the work environment variable is 0.882. With $\alpha = 5\%$, $t_{table} (5\%; nk = 35)$, the t_{table} value is 2.0. From the description it can be seen that $t_{count} (0.882) < t_{table} (2.034)$, Likewise, with a significance value of $0.384 > 0.05$, it can be concluded that the first hypothesis is rejected, meaningwork environment has no effecton work productivity.
- 2) From the table above, the tcount value for the discipline variable is 5.743. With $\alpha = 5\%$, $t_{table} (5\%; nk = 35)$, the t_{table} value is 2.034. From this description it can be seen that $t_{count} (5.743) > t_{table} (2.034)$, and the significance value is equal to $0.000 < 0.05$, it can be concluded that the second hypothesis is accepted, meaningdisciplinary variables have an influenceon work productivity variables

F Test (Simultaneous)

This test basically shows whether all the independent variables included in this model have a joint influence on the dependent variable

Simultaneous Test Results (F)

| Model | Sum of Squares | ANOVAa | | | Sig. |
|------------|----------------|--------|-------------|--------|-------|
| | | Df | Mean Square | F | |
| Regression | 198,642 | 2 | 99,321 | 36,816 | ,000b |
| Residual | 86,329 | 32 | 2,698 | | |
| Total | 284,971 | 34 | | | |

a. Dependent Variable: Productivity

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

From the table above, the Fcount value is 31.039. With $\alpha = 5\%$, numerator dk: k, denominator dk: $nk-1 (5\%; 3; 96)$, the F_{table} value is 3.29. From the description it can be seen that $F_{count} (31.039) > F_{table} (3.29)$, and a significance value of $0.000 < 0.05$, it can be concluded that the fourth hypothesis is accepted, meaningwork environment and discipline influence simultaneously (simultaneously) on productivity variables

Contents of Discussion Results

1. The Influence of the Work Environment on Productivity

Based on the results of the analysis of hypothesis 1, it can be seen that the work environment does not have a positive and significant effect on the work productivity of the employees of

the Kumpulan Pane Hospital. This is not in accordance with research from Sri Wahyuningsih in 2018 entitled *The Influence of the Work Environment on Work Productivity*. The results of respondents' perceptions show that the work environment has a positive and significant effect on the work productivity of working employees. This can be interpreted as that by improving a good work environment, work productivity will also increase along with the increase in the independent variable. On the other hand, if there is a decrease in work environment variables, then work productivity will also decrease. The work environment will provide an example in increasing employee work productivity. To create good employees, the company must provide a work environment that will provide comfort which will increase work productivity. Therefore, the efforts made to increase work productivity are by providing sufficient lighting in the company, installing air ventilation to exchange air in and out, a work environment that is far from noise, guaranteeing job security for every employee in the company environment, and establishing Working relationships are harmonious, more informal and full of family. So by fulfilling this, it will affect performance improvement. Therefore, the efforts made to increase work productivity are by providing sufficient lighting in the company, installing air ventilation to exchange air in and out, a work environment that is far from noise, guaranteeing job security for every employee in the company environment, and establishing Working relationships are harmonious, more informal and full of family. So by fulfilling this, it will affect performance improvement. Therefore, the efforts made to increase work productivity are by providing sufficient lighting in the company, installing air ventilation to exchange air in and out, a work environment that is far from noise, guaranteeing job security for every employee in the company environment, and establishing Working relationships are harmonious, more informal and full of family. So by fulfilling this, it will affect performance improvement. and establishing working relationships that are harmonious, more informal and full of family. So by fulfilling this, it will affect performance improvement. and establishing working relationships that are harmonious, more informal and full of family. So by fulfilling this, it will affect performance improvement.

2. The Influence of Discipline on Work Productivity

Based on the results of the analysis of hypothesis 2, it can be seen that discipline has a positive and significant effect on the work productivity of the collected Pane Regional Hospital employees. This is because work discipline increases work productivity as seen from the discipline carried out by employees. Based on the results of research from Sartika Uwewengo 2023. With the title *The Influence of Work Discipline on the Work Productivity of Employees at the Labor Service, Cooperatives and SMEs of Gorontalo City*. The research results show that the results of the disciplinary test have a positive effect on productivity at the Gorontalo City Manpower, Cooperatives and SMEs Department. This shows that the better the discipline carried out by an employee, the productivity of employees in the Gorontalo City Manpower, Cooperatives and SMEs Department will also increase. Work discipline is an attitude of respect, respect, obedience and obedience to applicable regulations, both written and unwritten and being able to carry them out and not shirk from accepting sanctions if he violates the duties and authority given. Work discipline is a form of regulation implemented by the company so that employees can comply with it in the form of an attitude of awareness, readiness and willingness of employees to obey and comply with social norms that apply in their work environment.

3. The Influence of Work Environment, Discipline on Work Productivity

Based on the results of the analysis of hypothesis 3, it can be seen that the Work Environment and Discipline together (simultaneously) have a positive and significant effect on the Work Productivity of the collected Pane Hospital employees. This is from Nurjaya's research in 2021. With the title *The Influence of the Work Environment and Work Discipline on Employee Productivity at Pt. Graha Bulk Commerce in Tangerang*. With the results of

this research, the work environment has a significant effect on employee productivity. According to (Sedarmayanti & Haryanto, 2017) Work productivity is how to produce or increase goods and services as high as possible by utilizing resources efficiently. Efforts to increase employee productivity need to be made for all companies, both private companies and companies under state control. Increased productivity is carried out so that human resources can be used effectively and efficiently so that wasteful costs do not occur and company targets can be achieved optimally and minimize losses. It can be interpreted that employees as valuable assets for the company must be looked after, maintained and maintained because the company's progress can be seen from the work productivity provided by employees.

CLOSING

Conclusion

The results of hypothesis testing using multiple linear regression analysis with three independent variables and one dependent variable show that:

1. the first hypothesis is rejected, meaning The work environment (X1) does not significantly influence the work productivity (Y) of RSUD employees. Pane Group
2. the first hypothesis is accepted, meaning Discipline (X2) has a significant effect on work productivity (Y) of RSUD employees. Pane Group
3. the first hypothesis is accepted, meaning work environment (X1) and discipline (X2) have a significant effect on work productivity (Y) of RSUD employees. Pane Group

Suggestions and Acknowledgments

Based on the results of this research, the author provides the following suggestions or input:

- a. It is recommended that the employees of the Kumpulan Pane Regional Hospital re-evaluate the existing organizational culture by applying motivational values at work and increasing work discipline for each employee.
- b. The results of this research show that the work environment and discipline have a significant effect on employee productivity, therefore efforts to increase employee productivity need to be made for all companies, both private companies and companies under state control.
- c. For further research, if future researchers wish to conduct research in the same field of study, it is hoped that they can add variables outside the research model that has been carried out,

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