



## THE EFFECT OF PHYSICAL WORK ENVIRONMENT AND WORK DISCIPLINE ON EMPLOYEE PERFORMANCE AT PT. IVARO VENTURA SOUTH TANGERANG

Asridah Warni Tanjung<sup>1\*</sup>, Ading Sunarto<sup>2</sup>

<sup>1,2</sup>Universitas Pamulang, Indonesia

Email: [dosen02212@unpam.ac.id](mailto:dosen02212@unpam.ac.id)<sup>1</sup>

### Abstract

The purpose of this study was to determine the effect of the influence of the physical work environment and work discipline on the performance of employees of PT. Ivaro Ventura Ciputat either partially or simultaneously. the method used is quantitative. sampling technique using saturated sampling and obtained samples in this study amounted to 63 respondents. data analysis using validity test, reliability test, classical assumption test, regression analysis, correlation coefficient analysis, coefficient of determination analysis and hypothesis testing, the results of this study are the regression equation  $Y = 4.471 + 0.585X_1 + 0.312X_2$ , the value of the correlation coefficient or the level of influence between The independent variable with the dependent variable was obtained at 0.792, which means that it has a strong relationship. the value of the coefficient of determination or contribution of influence simultaneously is 0.62.8 or 62.8% while the remaining 37.2% is influenced by other factors. hypothesis testing obtained  $F_{\text{arithmetical}} > F_{\text{table}}$  or  $(50.627 > 2.760)$ . thus  $H_0$  is rejected and  $H_3$  is accepted. This means that there is a simultaneous significant effect of the physical work environment and work discipline on employee performance.

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

### INTRODUCTION

PT. Ivaro Ventura's address is at Jl. Aria Putra No. 107, RT.4/RW.10, Kedaung, Kec. Pamulang, South Tangerang City, Banten 15415 is a company engaged in the field of PT Ivaro Ventura is a venture capital company which was founded on October 27 2009 by the Minister of Finance Decree number KEP-373/KM.10/2009. Based on the Financial Services Authority Regulation Number 51/POJK. Apart from helping financially, we also try to help our PPU in management and operations with the ultimate goal of growing together to be more advanced. Ivaro Ventura, Micro Business Capital Solutions, In achieving profit or company targets, of course PT. Ivaro Ventura must always pay attention to employee performance.

Work performance towards PT. Ivaro Ventura is categorized as not good. This can be seen from the observation that quality achievement continues to decline, for quality achievement in 2019 it shows 66%, only 42 people are able to reach the target and 20 people do not reach the target, and in 2020 it shows 76%, only 44 people achieve it. target and 14 people did not reach the target, in 2021 it shows 66% only 40 people reached the target and 20 people did not reach the target. While the quantity achievement in

2018 showed a figure of 75%, only 47 people were able to reach the target and 15 people did not reach the target, and in 2019 it showed a figure of 63%, only 36 people reached the target and 22 people did not reach the target, in 2020 it shows the number 58%, only 35 people reached the target and 25 people did not reach the target which resulted in the work achievement not being in accordance with the predetermined target so the results were not good.

The work environment is important for the company to pay attention to in an effort to provide comfort at work. At PT. Ivaro Ventura also has a work environment that can be categorized as unfavorable. This can be seen from the observations found regarding parking lots, computers, toilets, kitchens and laptops, which are in poor condition. Then there are still some that have not been fulfilled properly such as the Required Space and the work of communicating between employees or subordinates and superiors.

According to Afandi (2018: 66) "the work environment is something that exists in the environment of workers who can influence themselves in carrying out tasks such as temperature, humidity, ventilation, lighting, noise, cleanliness of the workplace, and the adequacy of work equipment". Meanwhile, according to Sedarmayanti (2017:11) "the work environment is a place for a number of groups in which there are several supporting facilities to achieve company goals in accordance with the company's vision and mission". In research work environment where this research is limited only in the physical work environment. According to Siagian (2014:57), states that "the physical work environment is all physical conditions that exist around the workplace and affect employees"

The level of lateness to work of employees at PT. Ivaro Ventura in 2019 – 2021 is unstable. And the most significant increase in late arrivals will occur in 2021. According to (Feel et al., 2018:177), work discipline is an attitude, behavior and actions that comply with company policies in writing or in writing, if there is a violation, then there will be risk or punishment for the violation. (Arisanti, Santoso, & Wahyuni, 2019:105).

Problems that are often faced in the performance of employees at PT. Ivaro Ventura in South Tangerang is still not optimal, causing the company's goals to not be achieved properly because there are employee actions that do not support effectiveness and efficiency in doing work. As a result, the company has to accept losses, because employees' work is always not on time, so that work that is not completed must be done by other employees, and causes the workload to increase. reduce the quality of work that is unsatisfactory or unfavorable to employee performance. Employee performance at PT. Ivaro Ventura in South Tangerang is still not optimal, causing the company's goals to not be achieved properly because there are employee actions that do not support effectiveness and efficiency in doing work. As a result, the company has to accept losses, because employees' work is always not on time. Unfinished work must be done by other employees, causing the workload to increase.

## **LITERATURE REVIEW**

Management development or what is called management is a program within an organization to encourage and develop a skill, knowledge, so that it will increase their responsibilities in an organization. Management science is a collection of social science disciplines that study and see management as a phenomenon of modern society. Where the phenomenon of modern society is all social that brings change to the organization. So that the science of management is now starting to develop and provide us with an understanding of important approaches or procedures in researching, analyzing and solving problems related to management.

### **Physical Work Environment**

According to (Darmadi, 2020:242), the work environment includes something that is around employees so that it affects them in carrying out the obligations that have been given to them, such as air conditioning, good lighting and others. According to research from (Sabil, 2018:8), the work environment is divided into two types, namely: 1. Physical Work Environment. The physical work environment is all conditions that are physical in the work area so that they affect employees directly or indirectly and consist of two types, namely: a. The work environment is directly related to employees, namely chairs, tables, work centers and so on. b. The general or intermediary environment can also affect conditions in humans, namely temperature, humidity, air circulation, lighting, noise, unpleasant odors and so on. 2. Non-Physical Work Environment, The non-physical work environment is a good working relationship with fellow colleagues and superiors along with the atmosphere that occurs.

### **Work Discipline**

According to (Sherlie & Hikmah, 2020:757), work discipline is a method of constructive development for employees or employees who have interests that result in discipline being shown in actions not in person. Broadly speaking, work discipline is an attitude, behavior, and action in accordance with the rules that have been applied by the company, written or unwritten, and if an employee violates the rules that have been applied, sanctions will be imposed. According to Rivai (2019:44) argues that "Work Discipline" is a tool used by managers to communicate with employees so that they are willing to change a behavior as well as an effort to increase one's awareness and willingness to comply with all company regulations and social norms that apply. applies".

### **Employee Performance**

According to (Sembiring, 2020:15), performance is the effect of quality work and the capacity achieved by an employee in carrying out his work in accordance with the load that has been given. According to Mangkunegara (2019: 75) the notion of performance is the result of a person's work as measured by the quality of work and the quantity of work accomplished by an employee who is carried out on time in carrying out his duties with full responsibility according to the tasks assigned to him. The indicators used are as follows: a. Work quality, Quality of work is how well an employee does what he should do. b. Work quantity, The quantity of work is the result of work achieved by employees or how long an employee is able to complete his work. The quantity of this work can be seen from the work speed of each employee respectively. c. Working knowledge, A person's ability to know the sequence of work or the stages in carrying out his work. d. Implementation of Tasks, Implementation of the task is how far the employee is able to do his job accurately or without errors. e. Responsibility, Responsibility for work is awareness of the employee's obligation to carry out the job well given

## **METHOD**

This type of research is quantitative, according to Sugiyono (2019: 8) who argues "quantitative research is a research method based on the philosophy of positivism, used to examine certain populations or samples, collecting data using research instruments, data analysis is quantitative or statistical, with the aim to test the hypotheses that have been set. This research is an empirical study that aims to examine the effect of the physical work environment and work discipline on employee performance. This research was conducted at PT. Ivaro Ventura is located at Jl. Aria Putra No. 107, RT.4/RW.10, Kedaung, Kec. Pamulang, South Tangerang City, Banten 15415.

In the study the population was employees of PT. Ivaro Venura, totaling 63 people (taken based on the number of employees in 2021). In this study the sample used is a saturated sample, namely all employees of PT. Ivaro Venura South Tangerang with a total of 63 employees. The design of this research is the survey method Arifin (2013:12) suggests "Research design is a framework used to carry out research. The research design provides an overview of the procedures for obtaining information or data needed to answer all research questions. The selection and use of this design is related to the research objective, which is to analyze the effect of a variable on other variables.

This research requires guidelines or procedures as well as techniques in research planning that are useful as a guide for developing strategies that produce research models. The type of research design in this study is Survey Research, namely quantitative research based on survey results on an individual or group within a company. The variables in this study are the influence of the physical work environment and work discipline on employee performance. This design is expected to be able to answer the

magnitude of the influence that occurs between physical work environment variables, and Work Discipline on Employee Performance.

Researchers conducted a pre-survey of the conditions that occurred in the company, then explained with theories based on the opinions of experts/authors. After that formulate the problems that occur in the company. Then the researcher draws temporary conclusions from the research or hypothesis formulation. Then the researcher determines the population which is then used as a sample. The type of research used is quantitative descriptive with the aim of analyzing the physical work environment variables (X1) and work discipline (X2) which ultimately affect the employee performance variable (Y).

## RESULT AND DISCUSSION

Based on the results of calculating the validity test on the physical work environment, work discipline and employee performance variables, it can be seen that the overall value of  $r_{count} > r_{table}$  0.248, thus it can be concluded that all statement items in all variables are valid, so no statement items are deleted and all items statement can be used on the entire test model.

The following are the results of the overall reliability test of variables using the Cronbach Alpha formula in table 5 as follows :

Table 1. Reliability Test Results

No	Variable	Cronbach Alpha	Keputusan
1	Physical Work Environment ( X1)	0,681	Reliable
2	Work Discipline (X2)	0,686	Reliable
3	Employee Performance (Y)	0,720	Reliable

*Data is processed with SPSS 26 2023*

Based on table 1, it can be seen that each variable of the physical work environment, discipline and employee performance has a Croncach Alpha value of  $> 0.60$ . Thus, the results of the reliability test on all variables are reliable, so that all statement items can be trusted and can be used for further research.

The Normality test in this study uses the Kolmogorov-Smirnov Test by comparing the significance value with 0.050 with the following conditions: a. If significance  $> 0.050$ , then the data is declared normal. b. If significance  $< 0.050$ , then the data is declared abnormal. The results of the normality test with the Kolmogorov-Smirnov are as follows:

Table 2. Normality Test Results With the Kolmogorov-Smirnov Test

### One-Sample Kolmogorov-Smirnov Test

	Unstandardized Residual
N	63

Normal Parameters <sup>a,b</sup>	Mean	,0000000
	Std. Deviation	2,21917142
Most Extreme Differences	Absolute	,169
	Positive	,072
	Negative	-,169
Test Statistic		,169
Asymp. Sig. (2-tailed)		,000 <sup>c</sup>

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

*Data is processed with SPSS 26 2023*

Based on the test results in the table above, a significance value of  $0.000 > 0.050$  was obtained. Thus, the assumption of the distribution of equations in this test is normal. The normality test can also be carried out using a probability plot graph where residual variables can be detected by looking at the distribution of the residual points following the direction of the diagonal line, and this is in accordance with the results of the distribution diagram processed with SPSS Version 26 as shown below:

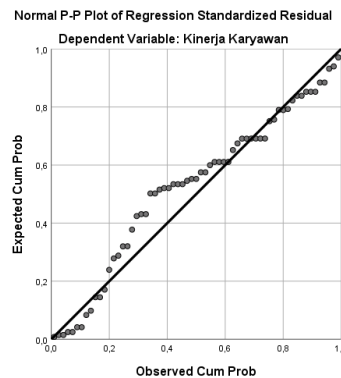


Figure 1. Graph of P-P Plot of Normality Test Results

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

The multicollinearity test is carried out to ensure that the independent variables do not have multicollinearity or do not have a correlation relationship between the independent variables. A good regression model should not have a correlation between the independent variables. This test can be done by looking at the Tolerance Value and Variance Inflation Factor (VIF) values. As for the prerequisites are as follows: 1) If the VIF value is  $> 10$  and the tolerance value is  $> 1$ , then there is a symptom of

multicollinearity. 2) If the VIF value < 10 and the tolerance value < 1 then there are no symptoms of multicollinearity. The test results using SPSS Version 26 are as follows:

Table 3. Multicollinearity Test Results With Collinearity Statistics

**Coefficients<sup>a</sup>**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	4,471	3,354		1,333	,188		
	Physical Work Environment	,585	,114	,542	5,114	,000	,553	1,809
	Work Discipline	,312	,103	,320	3,023	,004	,553	1,809

a. Dependent Variable: Employee Performance

*Data is processed with SPSS 26 2023*

Based on the results of the multicollinearity test in the table above, the tolerance value for the physical work environment variable is 0.503 and work discipline is 0.503, the value is less than 1, and the Variance Inflation Factor (VIF) value for the physical work environment variable is 1.809 and the work discipline variable is 1,809. less than 10. Thus this regression model states that there is no multicollinearity disorder.

The autocorrelation test is intended to determine whether or not there is a correlation deviation between sample members. To determine whether there is autocorrelation, a Durbin-Watson (DW) test is performed by comparing the Durbin-Watson values with criteria or guidelines in interpretation. The results of the autocorrelation test are as follows:

Table 4. Autocorrelation Test Results With Durbin-Watson

**Model Summary<sup>b</sup>**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	,792 <sup>a</sup>	,628	,616	2,256	1,979

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

b. Dependent Variable: Employee Performance

*Data is processed with SPSS 26 2023*

Based on the test results in the table above, this regression model has no autocorrelation, this is evidenced by the Durbin-Watson value of 1.979 which is between the intervals 1.550 – 2.460.

Heteroscedasticity testing is intended to test whether in a regression model there is an inequality of residual variance. One way to detect whether there is heteroscedasticity is with the Glejser test where the results of this test can be seen whether in the regression model there is an inequality of variance from one observation residual to another. The conditions for occurrence and absence of heteroscedasticity disorders are as follows: 1) If the independent variable (X) has a significance value (Sig.)  $< 0.05$ , there is a heteroscedasticity disorder. 2) If the independent variable (X) has a significance value (Sig.)  $> 0.05$ , then there is no heteroscedasticity disorder. The results of the heteroscedasticity test are as follows:

Table 5. Heteroscedasticity Test Results With the Glejser Test

**Coefficients<sup>a</sup>**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-4,233	2,008		-2,108	,039
	Physical Work Environment	,146	,068	,344	2,128	,037
	Work Discipline	,011	,062	,029	,177	,860

a. Dependent Variable: RES2

*Data is processed with SPSS 26 2023*

Based on the test results in the table above, the glejser test model on the physical work environment variable (X1) obtained a significance value of 0.037 and work discipline (X2) obtained a significance value of 0.860 where both significance values (Sig.)  $> 0.05$ . Thus the regression model on this data does not have heteroscedasticity disturbances, so this regression model is suitable for use as research data. Testing can also be done by looking at the scatter plot graph between the predicted value of the dependent variable (ZPRED) and its residual value (SRESID) with the following conditions: 1) If the dots form a certain pattern, such as large waves widening and narrowing, there has been a disturbance of heteroscedasticity. 2) If the dots spread without forming a certain pattern, then there is no heteroscedasticity disorder. The results of the heteroscedasticity test are as follows:

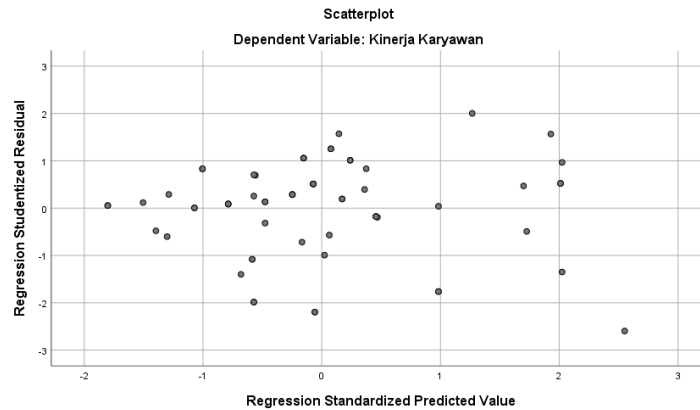


Figure 2. Scatter Plot Graph of Heteroscedasticity Test Results

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

The regression test is intended to determine how much influence the variables X1 and X2 have on variable Y. In this study, the physical work environment (X1) and work discipline (X2) have on employee performance (Y) simultaneously. The following are the results of simultaneous regression processing with SPSS Version 26 which can be seen in the following table:

Table 6. Results of Multiple Regression Testing Physical Work Environment Variables (X1) and Work Discipline (X2) on Employee Performance (Y)

**Coefficients<sup>a</sup>**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	4,471	3,354		1,333	,188
	Physical Work Environment	,585	,114	,542	5,114	,000
	Work Discipline	,312	,103	,320	3,023	,004

a. Dependent Variable: Employee Performance

Data is processed with SPSS 26 2023

Based on the results of the regression calculation analysis in the table above, it can be obtained the regression equation  $Y = 4.471 + 0.585X_1 + 0.312X_2$ . From the equation above, it can be concluded as follows:

1. A constant value of 4.471 means that if the physical work environment (X1) and work discipline (X2) are not considered, the employee's performance (Y) will only be worth 24.471 points.

2. The value of the physical work environment (X1) is 0.585 which means that if the constant is constant and there is no change in the work discipline variable (X2), then every 1 unit change in the physical work environment variable (X1) will result in a change in employee performance (Y) of 0.585 points .
3. The value of work discipline (X2) 0.312 means that if the constant is constant and there is no change in the physical work environment variable (X1), then every 1 unit change in the work discipline variable (X2) will result in a change in employee performance (Y) of 0.312 points

Analysis of the coefficient of determination is intended to determine the percentage of the strength of influence between the independent variables on the dependent variable both partially and simultaneously), in this study the physical work environment variables (X1) and work discipline (X2) on employee performance (Y). The following is the result of calculating the coefficient of determination processed with the SPSS Version 26 program, as follows:

Table 7. Results of Testing the Coefficient of Determination Simultaneously Physical Work Environment (X1) and Work Discipline (X2) on Employee Performance

**Model Summary<sup>b</sup>**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,792 <sup>a</sup>	,628	,616	2,256

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

b. Dependent Variable: Employee Performance

*Data is processed with SPSS 26 2023*

Based on the test results in the table above, a determination coefficient value of 0.628 is obtained. It can be concluded that the physical work environment and work discipline variables affect employee performance variables by 62.8% while the remaining (100-62.8%) = 37, 2% influenced by other factors that were not carried out in this study.

To test the effect of physical work environment variables and work discipline simultaneously on employee performance, the F statistic test (simultaneous test) is carried out with a significance of 5%. In this study, a significance criterion of 5% (0.05) was used, namely comparing the calculated F value with F table with the following conditions:

1. If the value of F count < F table: means H0 is accepted and H3 is rejected
2. If the F count > F table: means H0 is rejected and H3 is accepted

Hypothesis testing can also be done by comparing the significance value with 0.05, with the following conditions:

- a. If the significance value is > 0.05, it means that H0 is accepted and H1 is rejected
- b. If the significance value is < 0.05, it means that H0 is rejected and H1 is accepted

To determine the magnitude of the  $F_{table}$ , look for the conditions  $df = (n-k-1)$ , then  $(63-2-1) = 60$ , so  $F_{table} = 2.760$ . The criterion is said to be significant if the calculated  $F$  value  $> F$  table or  $\rho$  value  $< Sig.0.050$ .

Table 8. Hypothesis Results (F Test) Simultaneously Physical Work Environment (X1) and Work Discipline (X2) on Employee Performance (Y)

**ANOVA<sup>a</sup>**

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	515,270	2	257,635	50,627	,000 <sup>b</sup>
	Residual	305,333	60	5,089		
	Total	820,603	62			

a. Dependent Variable: Employee Performance

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

*Data is processed with SPSS 26 2023*

Based on the test results in the table above, the calculated  $F$  value  $> F$  table or  $(50.627 > 2.760)$ , this is also reinforced by the  $\rho$  value  $< Sig.0.050$  or  $(0.000 < 0.050)$ . Thus,  $H_0$  is rejected and  $H_3$  is accepted, this indicates that there is a significant effect simultaneously between the physical work environment and work discipline on employee performance.

## CONCLUSION

Based on the description in the previous chapters, and from the results of the analysis and discussion regarding the influence of the physical work environment and work discipline on employee performance as follows:

1. The physical work environment has a significant effect on employee performance with the regression equation  $Y = 7.167 + 0.816X_{11}$ , the correlation coefficient value is 0.756, meaning that the two variables have a strong relationship level. the value of determination or influence contribution is 0.571 or 57.1% while the remaining 42.9% is influenced by other factors. The hypothesis test obtained by the value of  $t$  count  $> t$  table or  $(9.015 > 2,000)$ . Thus  $H_0$  is rejected and  $H_1$  is accepted, meaning that there is a significant effect of the physical work environment on employee performance.
2. Work Discipline has a significant effect on employee performance with the regression equation  $Y = 12.668 + 0.664X_2$ , the correlation coefficient value is 0.682 meaning that the two variables have a strong relationship level. The value of determination or influence contribution is 0.466 or 44.6% while the remaining 53.4% is influenced by other factors. The hypothesis test obtained by the value of  $t$  count  $> t$  table or  $(7.292 > 2,000)$ . Thus  $H_0$  is rejected and  $H_2$  is accepted, meaning that there is a

significant influence of work discipline on employee performance.

3. The physical work environment and work discipline have a significant effect on employee performance with the regression equation  $Y = 4.471 + 0.585X_1 + 0.312X_2$ . The value of the correlation coefficient or the level of relationship between the independent variable and the dependent variable is 0.792, meaning that it has a strong relationship. The value of the coefficient of determination or simultaneous influence contribution is 62.8% while the remaining 37.2% is influenced by other factors. Hypothesis testing obtained  $F_{count} > F_{table}$  or  $(50.627 > 2.760)$ . thus  $H_0$  is rejected and  $H_3$  is accepted. This means that there is a significant influence simultaneously physical work environment and work discipline on employee performance.

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