



International Journal of Multidisciplinary Research and Literature  
**IJOMRAL**

Vol. 4, No. 5, September 2025 pp. 836-849  
Journal Page is available at <http://ijomral.esc-id.org/index.php/home>



## **THE INFLUENCE OF WORK ENVIRONMENT AND WORK DISCIPLINE ON EMPLOYEE PERFORMANCE AT BANK BJB, DAAN MOGOT BRANCH, WEST JAKARTA**

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### **Abstract**

The purpose of this study is to determine the influence of the work environment and work discipline on employee performance at Bank BJB's Daan Mogot branch in West Jakarta. The research approach used in this study is quantitative. The sampling technique used in this study was saturated sampling with a sample size of 83 employees. Data collection techniques used were questionnaires distributed to employees at Bank BJB's Daan Mogot branch in West Jakarta. Data analysis techniques used descriptive analysis, validity testing, reliability testing, multiple regression analysis, classical assumption testing, partial t-test, simultaneous F-test, and coefficient of determination (R<sup>2</sup>). Data processing in this study used SPSS version 26 for Windows. This study found a positive and significant effect of Variable X1 (Work Environment) on Variable Y (Employee Performance), meaning that if the Work Environment at Bank BJB Daan Mogot Branch in West Jakarta is improved, Employee Performance will increase. There is a positive and significant effect of Variable X2 (Work Discipline) on Variable Y (Employee Performance), meaning that if Work Discipline at Bank BJB Daan Mogot Branch in West Jakarta is improved, Employee Performance will increase and improve. There is a positive and significant effect of the Work Environment (X1) and Work Discipline (X2) on Employee Performance (Y) at the  $\alpha$  level of 0.05, meaning that if the Work Environment and Work Discipline at Bank BJB Daan Mogot Branch in West Jakarta are improved, Employee Performance will be maximized.

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

## **INTRODUCTION**

Human resource management is a component of organizational management that focuses on human resources. The task of human resource management is to effectively manage the human element to ensure a satisfied workforce. Within an organization, people are a crucial element, as they are the driving force and determinant of all company activities in achieving its goals, both to generate profits and to maintain the company's survival. This begins with the people themselves, who are responsible for maintaining the company and maximizing its effectiveness and efficiency.

According to Bangun (2012:4), "one of the organizational resources that plays a crucial role in achieving its goals is human resources. Therefore, given the importance of human resources in both short-term and long-term competition, an organization must have added value compared to other organizations."

This also means that organizations must be able to improve current performance to achieve better results in the future. According to Mangkunegara (2013:2), "human resource management is the planning, organizing, coordinating, implementing, and supervising the procurement, development, remuneration,

integration, maintenance, and separation of the workforce in order to achieve organizational goals." Therefore, the development of human resource quality is increasingly important, considering that companies that employ human resources desire good results and benefits and are able to keep pace with changes and developments within the company. In carrying out activities to achieve goals, an organization has several interrelated and influential factors. One factor that contributes to positive change for the development of the organization or company is the need for resources to carry out activities to achieve the desired goals. Therefore, companies or organizations are required to optimize their human resources. The achievement of organizational goals is closely related to the professionalism of employees who are able to take responsibility for their work, thereby achieving the company's goals. The achievement of a work target is fundamentally supported by the quality of reliable human resources. Therefore, it can be concluded that poor human resource quality will inevitably impact the achievement of the company's set work targets.

Methods that can be taken to improve employee performance include employee development by implementing discipline and creating a conducive work environment that can make employees feel internally motivated. Also known as Bank BJB, Bank Pembangunan Daerah Jawa Barat and Banten Tbk, it was founded in 1996. It has numerous branches across Indonesia, including the Bank BJB Daan Mogot Branch in West Jakarta. Naturally, as a branch, the company needs to adjust to the operation of this digital system. The more advanced the system, the more the company's human resources will experience a sense of satisfaction when using digital systems, including automated, practical, fast, and accurate work. With a digital system, HR will feel more facilitated and also face fewer difficulties in its operation.

According to Hasibuan (2017:193), "work discipline is an individual's awareness and willingness to comply with all company regulations and applicable social norms." Furthermore, according to Rivai (2013:46), "work discipline is an instrument used by employees to encourage them to change their behavior and as an effort to increase their awareness and willingness to comply with company regulations and applicable norms."

Therefore, it can be said that work discipline is very important for an employee. Good work discipline will result in better work quality, quantity, responsibility, and proper task execution. Furthermore, good work discipline will significantly impact the achievement of predetermined work targets.

## **LITERATURE REVIEW**

According to Halil et al. (2020:15), "the environment is an institution or external force that has the potential to influence organizational performance. The environment is formulated into two categories: the general environment and the specific environment. The general environment is everything outside the

organization that has the potential to influence the organization. This environment includes social and technological conditions. The specific environment is the part of the environment that is directly related to achieving an organization's goals."

According to Sunyoto (2015:43), "The work environment is everything that surrounds workers and can influence them in carrying out their assigned tasks, for example, cleanliness, music, lighting, etc." Furthermore, according to Onsardi (2019:23), "the work environment is a place where several groups gather, and within it, several supporting facilities are provided to achieve company goals in accordance with the company's vision and mission."

From Based on the definitions above, it can be concluded that the work environment is everything surrounding workers or employees that can influence employee performance in carrying out their work, thereby achieving maximum work results. According to Rivai (2013:825), "work discipline is a tool used by managers to communicate with employees so that they are willing to change their behavior and to increase their awareness of complying with all company regulations and social norms." Hasibuan (2017:193) states that "discipline is a person's awareness and willingness to comply with all company regulations and applicable social norms."

According to Esthi and Marwah (2020:132), "work discipline is a measure of an organization's activities to optimally utilize existing resources and capabilities to achieve goals by complying with established regulations." According to Susanti et al. (2021:3), "work discipline is the commitment of one or more individuals who join an organization to obey and implement the company's regulations, both written and unwritten, with a conscious effort to achieve the desired goals."

From the definitions of the experts above, it can be concluded that work discipline is a management action to encourage employee awareness and willingness to comply with the regulations applicable within a company, both written and unwritten. Performance is the result of a work process that is measured over a specific period of time based on previously established provisions or agreements. The definition of performance according to experts is as follows:

According to Sutrisno (2016:172), "Performance is the result of employee work, viewed from the aspects of quality, quantity, work time, and collaboration to achieve the goals set by the organization." According to Hasibuan (2016:27), "Performance is the quality and quantity of work results achieved by an employee in carrying out their duties in accordance with the responsibilities assigned to them."

According to Hasibuan (2016:160), "Performance is the result of a process that is measured over a specific period of time based on previously established provisions or agreements." According to Afandi (2018:84), "performance is the extent to which an individual has played their part in implementing an

organization's strategy, either by achieving specific goals related to an individual's role or by demonstrating competencies that are deemed relevant to the organization."

From the definitions of the experts above, it can be concluded that employee performance is the result of an employee's work process, demonstrated through the achievement of work targets or specific employee goals, as evidenced by satisfactory productivity.

## **METHOD**

According to Sugiyono (2016:64), "A hypothesis is a temporary answer to a research problem formulation, where the research problem formulation has been stated in the form of a statement." Based on the background, problem formulation, research objectives, and conceptual framework outlined above, the hypotheses in this study are as follows:

To determine the influence of the work environment on employee performance at Bank BJB, Daan Mogot Branch, West Jakarta.

Ho1: There is no influence of the work environment on employee performance at Bank BJB, Daan Mogot Branch, West Jakarta.

Ha1: There is an influence of the work environment on employee performance at Bank BJB, Daan Mogot Branch, West Jakarta.

To determine the influence of work discipline on employee performance at Bank BJB, Daan Mogot Branch, West Jakarta.

Ho2: There is no influence of work discipline on employee performance at Bank BJB, Daan Mogot Branch, West Jakarta.

Ha2: There is an influence of work discipline on employee performance at Bank BJB, Daan Mogot Branch, West Jakarta.

To determine the influence of the work environment and work discipline on employee performance at Bank BJB, Daan Mogot Branch, West Jakarta.

Ho3: There is no influence The Effect of Work Environment and Work Discipline on Employee Performance at Bank BJB Daan Mogot Branch, West Jakarta

Ha3: There is an influence of work environment and work discipline on employee performance at Bank BJB Daan Mogot Branch, West Jakarta

This research uses a quantitative research approach. The quantitative research approach, as proposed by Sugiyono (2018:15), is defined as research based on the philosophy of positivism, used to study specific populations or samples. Data collection uses research instruments, and data analysis is quantitative/statistical, with the aim of describing and testing established hypotheses. This research uses

an associative method. According to Sugiyono (2016:36), "Associative is research that examines the relationship between two or more variables."

Operationally, it needs to be defined with the aim of explaining the meaning of the research. According to Sugiyono (2016:38), "A research variable is anything in any form that is determined by the researcher to be studied to obtain information about it and then draw conclusions." Furthermore, operationalization is carried out to determine the measurement scale for each variable, so that hypothesis testing using statistical tools can be carried out accurately.

#### Data Collection Techniques

To complete the research data, the author used two data sources:

Primary data sources and secondary data sources.

##### 1. Primary Data

According to Sugiyono (2018:456), primary data is a data source that directly provides data to the data collector. The primary data in this study comes from observations and questionnaires distributed to respondents. Therefore, the observations and questionnaires can be explained as follows:

##### 2. Observation

According to Sugiyono (2018:203), observation is a data collection technique that has specific characteristics compared to other techniques. The researcher conducted observations by observing and recording the conditions experienced by employees at Bank BJB, Daan Mogot Branch, West Jakarta.

##### 3. Questionnaire

A questionnaire is a data collection technique that involves providing a set of written questions or statements to respondents to answer. According to Sugiyono (2016:142), "Questionnaires are efficient data collection methods if researchers know who will measure the variables and what respondents can expect." In this study, the questionnaire consisted of questions with answers based on a Likert scale.

##### 4. Secondary Data

According to Sugiyono (2018:456), secondary data are data sources that do not directly provide data to the data collector, for example through other people, documentation, or literature studies. The secondary data sources in this study include company data at Bank BJB, Daan Mogot Branch, West Jakarta.

##### 5. Literature Study

According to Sugiyono (2018:140), literature study relates to theoretical studies and other references related to the values, culture, and norms that develop in the social situation being studied.

This is because research cannot be separated from scientific literature.

In this research, a literature review was conducted by citing books and journals that are certainly related to the variables being studied by the author.

#### 1. Documentation

According to Sugiyono (2018:476), documentation is a method used to obtain data and information in the form of books, archives, documents, written figures, and images in the form of reports and explanations that can support the research. Documentary studies complement the use of observation or interview methods and will be more reliable and credible if supported by photographs or existing academic papers.

#### 2. Instrument Testing

According to Sugiyono (2017:147), "In quantitative research, data analysis is the activity of collecting data from various sources." In this study, the data analysis techniques used are clear, aimed at answering the problem statement or testing the formulated hypothesis. Because the data is quantitative, the data analysis techniques use readily available statistical methods.

The instrument used in this study was a questionnaire with a Likert scale. According to Sugiyono (2018:97), the Likert scale is a tool used to develop instruments to measure the attitudes, perceptions, and opinions of an individual or group of people regarding the potential and problems of an object, product design, product manufacturing process, and products that have been developed or created. The Likert scale has a graduation from very positive to very negative for each item on the instrument.

## RESULTS AND DISCUSSION

Based on the results of the distribution of 10 statements to employees of Bank BJB Daan Mogot Branch, as shown in Table 4.5 above, it can be seen that the "Working Conditions" indicator has an average score of 3.51, which is categorized as good. However, employees perceived a mismatch in the work environment, as evidenced by statement number 2, which only received an average score of 2.93, which is categorized as poor. However, statement number 1 achieved the highest average score of 4.13, which is categorized as good. The questionnaire results for the "Work Conditions" indicator show that 31.73% of respondents strongly agreed (SS), 20.48% agreed (S), 23.69% neutral (N), 15.26% disagreed (TS), and 8.84% strongly disagreed (STS).

The "Time Use" indicator had an average score of 3.92, which is considered good. The lowest average score for this indicator was 3.57, which is considered good, for statement number 4. The highest average score was 4.24, which is considered good, for statement number 6. Furthermore, for the questionnaire results on the "Time Use" indicator, 40.56% of respondents chose "strongly agree" (SS), 28.92% chose "agree" (S), 16.06% chose "neutral" (N), 11.24% chose "disagree" (TS), and 3.21% chose "strongly disagree" (STS).

Furthermore, the "Targets Achieved" indicator had an average score of 4.30, which is considered very good. This is evidenced by the lowest average score of 4.07 for statement number 7 and the highest average score of 4.54 for statement number 10. For the questionnaire results on the "Targets Achieved" indicator, 53.41% of respondents chose "strongly agree" (SS), 35.34% chose "agree" (S), 8.84% chose "neutral" (N), 0.80% chose "disagree," and 1.61% chose "strongly disagree."

Based on the explanation of the respondents' answers for each indicator above, it can be concluded that the Work Environment variable has the highest average score of 4.54 for the "Targets Achieved" indicator, specifically statement number 10, "I always complete my work according to the company's targets." This indicates that employees are very successful in achieving their desired targets while working at Bank BJB Daan Mogot Branch. However, it also had the lowest average score of 2.93 on the "Work Conditions" indicator, specifically statement number 2, "I always have difficulty completing my work." This demonstrates that Bank BJB Daan Mogot Branch has not been able to facilitate the workload of its employees.

Therefore, it can be concluded that Bank BJB Daan Mogot employees are capable of completing their work according to the company's targets. However, in reality, employees face a more demanding work environment, making it difficult to complete their work. The results of distributing 10 statements to employees of Bank BJB Daan Mogot Branch, as shown in Table 4.6 above, indicate that the "Work Performance" indicator has an average score of 4.29, which is categorized as Very Good. The percentage of questionnaire results for the "Work Performance" indicator shows that 45.78% of respondents strongly agree (SS), 40.96% agree (S), 10.84% neutral (N), 1.20% disagree (TS), and 1.20% strongly disagree (STS).

The "Exposure" indicator also has an average score of 4.22, which is categorized as Very Good. Based on the questionnaire results for the "exposure" indicator, 46.99% of respondents chose strongly agree (SS), 33.13% chose agree (S), 15.66% chose neutral (N), 3.01% chose disagree (TS), and 1.20% chose strongly disagree (STS).

The "Loyalty to the Organization" indicator had an average score of 4.33, which is categorized as very good. Based on the questionnaire results for the "Loyalty to the Organization" indicator, 46.39% of respondents strongly agreed (SS), 39.76% agreed (S), 13.86% neutral (N), and no respondents disagreed (TS) or strongly disagreed (STS).

Furthermore, the "Opportunity for Growth" indicator had an average score of 3.95, which is categorized as good. Based on the questionnaire results for the "Opportunity for Growth" indicator, 32.53% of respondents chose "strongly agree" (SS), 36.75% chose "agree" (S), 25.90% chose "neutral" (N), 3.01% chose "disagree" (TS), and 1.81% chose "strongly disagree" (STS).

Furthermore, the "Management Support" indicator had an average score of 4.27, which is categorized as very good. Based on the questionnaire results for the "Management Support" indicator, 43.98% of respondents chose "strongly agree" (SS), 39.76% chose "agree" (S), 15.66% chose "neutral" (N), 0.00% chose "disagree" (TS), and 0.60% chose "strongly disagree" (STS).

Based on the explanation of the respondents' responses for each Work Discipline indicator, the highest average score was 4.33 for the "loyalty to the organization" indicator. The lowest average score was 3.95 for the "opportunity for growth" indicator.

Therefore, it can be concluded that the company needs to pay attention to Work Discipline among Bank BJB Daan Mogot Branch employees, especially those who want growth opportunities. This is evidenced by statement no. Statement 13, "Employees with outstanding performance are prioritized for promotions," had an average score of 4.02, the lowest in this study. This is supported by statement 18, "My company always challenges me to achieve promotion opportunities," which only had an average score of 4.08.

The results of distributing 10 statements to employees of Bank BJB Daan Mogot Branch, as shown in Table 4.7 above, indicate that the "Satisfaction with Salary" indicator has an average score of 3.88, which is categorized as good. Based on the questionnaire results for the "Satisfaction with Salary" indicator, 27.11% of respondents chose "Strongly Agree" (S), 43.98% chose "Agree", 21.08% chose "Neutral", 5.42% chose "Disagree", and 2.41% chose "Strongly Disagree".

The "Satisfaction with the Job Itself" indicator has an average score of 4.11, which is categorized as good. Based on the questionnaire results, the accuracy of task completion indicator shows that 31.33% of respondents strongly agreed (SS), 53.61% agreed (S), 12.65% neutral (N), 0.00% disagreed (TS), and 2.41% strongly disagreed (STS).

The "Satisfaction with Promotion" indicator had an average score of 4.11, which is categorized as good. Based on the questionnaire results for the "Satisfaction with Promotion" indicator, 37.35% of respondents chose "Strongly Agree" (S), 43.98% chose "Agree" (S), 13.25% chose "Neutral" (N), 3.61% chose "Disagree," and 1.81% chose "Strongly Disagree."

Furthermore, the "Satisfaction with Superior's Attitude" indicator had an average score of 4.05, which is categorized as good. Based on the questionnaire results for the "Satisfaction with Superior's Attitude" indicator, 34.34% of respondents chose "Strongly Agree" (SS), 46.39% chose "Agree," 13.25% chose "Neutral," 2.41% chose "Disagree," and 3.61% chose "Strongly Disagree."

The "Satisfaction with Coworkers" indicator also had an average score of 4.30, which is categorized as very good. Based on the questionnaire results for the "Satisfaction with Coworkers" indicator, 45.18% of respondents chose "Strongly Agree" (SS), 42.77% chose "Agree" (S), 10.24% chose "Neutral" (N), 0.60% chose "Disagree," and 1.20% chose "Strongly Disagree."



Based on the explanation above, it can be concluded that the highest average score, 4.35, for the "Satisfaction with Coworkers" indicator, is statement no. 30, "I am satisfied with the concern my coworkers show toward my fellow employees." This has contributed to increased employee satisfaction at Bank BJB Daan Mogot Branch, as evidenced by the strong sense of caring among employees. Meanwhile, the lowest average score, 3.86, is for the "Suitability of Working Hours" indicator, statement no. Question 22 regarding "I am satisfied with the additional compensation received from the company." This relates to satisfaction with the salary provided by the company. Because employees are not satisfied with the additional salary provided, this has resulted in a decrease in employee satisfaction at Bank BJB Daan Mogot Branch.

#### The Influence of the Work Environment (X1) on Employee Performance (Y).

Based on the analysis, the regression equation  $Y = 28.237 + 0.321.X1$ , the determination value or contribution of the Work Environment (X1) on Employee Performance (Y) is 8.7%, while the remaining 91.3% is influenced by other factors. The hypothesis test yielded a calculated t value  $> t$  table, or  $(2.775 > 1.990)$ . This is further supported by the  $\rho$  value  $< \text{Sig. } 0.05$  or  $(0.000 < 0.05)$ . Therefore,  $H_0$  is rejected and  $H_1$  is accepted, meaning there is a positive and significant influence between the Work Environment on Employee Performance at Bank BJB Daan Mogot.

The results of this study align with research conducted by Kurniawan et al. (2021:19), which states that there is an influence between the work environment and employee performance at JNE EXPRESS Karawang, as evidenced by a significance value of  $0.011 < 0.05$ . Therefore, the research hypothesis  $H_a$  is accepted and  $H_0$  is rejected. This is supported by research conducted by Purnayasa et al. (2022:46), which states that the significance level of the Work Environment variable is  $0.00 < 0.05$ , so  $H_0$  is rejected and  $H_a$  is accepted. This means that there is a positive and significant influence between the Work Environment variable and Employee Performance. Based on the small percentage of Work Environment (X1) on Employee Performance (Y), it is only 8.7%. With the presence of other factors believed to have a significant influence on Employee Performance (Y), this needs to be further examined in further research.

#### The Effect of Work Discipline (X2) on Employee Performance (Y)

Based on statistical results, the regression equation  $Y = 3.927 + 0.879 X2$  was obtained. The determination value or contribution of Work Discipline (X2) on Employee Performance (Y) was 56.3%, while the remaining 43.7% was influenced by other factors. The hypothesis test obtained a calculated t value  $> t$  table, or  $(10.220 > 1.990)$ . This was further supported by the  $\rho$  value  $< \text{Sig. } 0.05$  or  $(0.000 < 0.05)$ .

0.05). Thus, H0 was rejected and H2 was accepted, meaning there was a positive and significant effect between Work Discipline (X2) on Employee Performance (Y) at Bank BJB Daan Mogot Branch.

The results of this study align with research conducted by Faronsyah and Trisninawati (2020:119), which showed that Work Discipline (X) had a significant partial effect on job satisfaction (Y) at PT. Jasa Raharja Putera Palembang. Based on the partial test results (t-test), it was found that  $t\text{-count} > t\text{-table}$  ( $5.527 > 1.677$ ), thus, Work Discipline had a significant partial effect on job satisfaction. This is supported by research conducted by Sihotang (2020:303), which showed that the t-count for the career development variable was 1.072, or Sig. of  $0.000 < (\alpha) 0.05$ , thus, the variable Work Discipline has a partial significant effect on employee performance at the Lestari Mobilindo Palembang Showroom.

Based on the significant percentage of Work Discipline (X2) on Employee Performance (Y), it is only 56.3%. With other factors believed to have a significant influence on Employee Performance (Y), further research is warranted.

The Influence of Work Environment (X1) and Work Discipline (X2) on Employee Performance (Y).

The research results indicate that Work Environment (X1) and Work Discipline (X2) have a positive effect on Employee Performance (Y), with a regression equation of  $Y = 2.466 + 0.059X1 + 0.858X2$ . The coefficient of determination or simultaneous contribution of the influence is 56.6%, while the remaining 43.4% is influenced by other factors not included in the study. The hypothesis test yielded a calculated F value  $> F$  table, or ( $52.132 > 3.11$ ).

This is further supported by a  $\rho$  value  $< \text{Sig. } 0.05$ , or ( $0.000 < 0.05$ ). Therefore, H0 is rejected and H3 is accepted. This means that there is a positive and significant simultaneous influence between the Work Environment (X1) and Work Discipline (X2) on Employee Performance (Y) at Bank BJB Daan Mogot Branch.

The results of this study align with research conducted by Arum and Irfani (2021:400), which concluded that, based on simultaneous hypothesis testing, the Work Environment (X1) and Work Discipline (X2) variables influence Employee Performance (Y). This is supported by research by Kusuma and Giffary (2023:26), who found that simultaneously, the Work Environment (X1) and Work Discipline (X2) variables influence Employee Performance (Y) at PT. Bakti Nugraha Yuda Energy in Ogan Komering Ulu Regency, with an F-value of 20.750.

Based on the significant percentage of Work Environment (X1) and Work Discipline (X2) on Employee Performance (Y), it is only 56.6%, with other factors believed to have a significant influence on Employee Performance (Y) by Work Environment (X1) and Work Discipline (X2).

## CONCLUSION

Based on the problem formulation and research results described regarding the influence of the Work Environment and Work Discipline on Employee Performance at Bank BJB Daan Mogot Branch, the following conclusions can be drawn:

1. The Work Environment has a significant influence on Employee Performance, using the regression equation  $Y = 28.237 + 0.321 X_1$ . The determination value or contribution of the Work Environment to Employee Performance is 8.7%, while the remaining 91.3% is influenced by other factors. The hypothesis test yielded a calculated t value  $> t$  table, or  $(2.775 > 1.990)$ . This is further strengthened by the  $\rho$  value  $< \text{Sig. } 0.05$ , or  $(0.000 < 0.05)$ . Therefore,  $H_0$  is rejected and  $H_1$  is accepted, indicating a positive and partially significant influence between the Work Environment and Employee Performance at Bank BJB Daan Mogot.
2. Work Discipline has a significant effect on Employee Performance with a regression equation of  $Y = 3.927 + 0.879 X_2$ . The determination or contribution value of Work Discipline on Employee Performance is 56.3%, while the remaining 43.7% is influenced by other factors. The hypothesis test yielded a calculated t value  $> t$  table  $(10.220 > 1.990)$ . This is further strengthened by a  $\rho$  value  $< \text{Sig. } 0.05$   $(0.000 < 0.05)$ . Therefore,  $H_0$  is rejected and  $H_2$  is accepted, indicating a positive and significant effect between Work Discipline and Employee Performance at Bank BJB Daan Mogot Branch. The research results indicate that the Work Environment and Career Decision Making have a significant effect on Employee Performance, with a regression equation of  $Y = 2.466 + 0.059X_1 + 0.858X_2$ . The coefficient of determination or simultaneous contribution of these factors is 56.6%, while the remaining 43.4% is influenced by other factors not included in the study. The hypothesis test yielded a calculated F value  $> F$  table, or  $(52.132 > 3.11)$ . This is further supported by a  $\rho$  value  $< \text{Sig. } 0.05$ , or  $(0.000 < 0.05)$ . Therefore,  $H_0$  is rejected and  $H_3$  is accepted. This indicates that there is a positive and significant simultaneous influence between the Work Environment and Work Discipline on Employee Performance at Bank BJB Daan Mogot Branch. The results of the study indicate that the Work Environment ( $X_1$ ) and Work Discipline ( $X_2$ ) variables significantly influence Employee Performance ( $Y$ ) at Bank BJB Daan Mogot Branch.

In this study, the researcher was limited in time, ability to explore relevant theories, and the alignment of respondents' answers to the research conducted. Some respondents sometimes did not understand how to complete the research questionnaire, and there was a lack of honesty in providing their opinions in the research questionnaire.

Based on the questionnaire responses for the Work Environment variable, the answer to the question with the lowest weighting was the "Work Conditions" indicator, namely the statement "I always

have difficulty completing my work," with an average score of 2.93. Therefore, the researcher recommends that companies pay attention to employees' "Work Conditions" so they can complete their work easily.

Based on the questionnaire responses for the Work Discipline variable (X2), the answer to the question with the lowest weighting was the "Opportunity for Growth" indicator, or the statement "In my company, there are sponsors/people within the organization who can create opportunities for others to practice Work Discipline," with an average score of 3.82. Therefore, the researcher recommends that company leaders increase opportunities for their employees to practice Work Discipline. This can impact the quality of employee performance.

Based on the Employee Performance questionnaire, the lowest score was for the "Satisfaction with Salary" indicator, statement number 22, "I am satisfied with the additional compensation received from the company," with a score of 3.86. This relates to employee satisfaction with the compensation received. The greater the compensation offered to employees, the more likely they are to be more productive at work.

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