

The Effect of Work Discipline and Work Environment on Employee Performance at PT. Rumah Rih Renjana, Jakarta

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ABSTRACT

This study aims to determine the effect of work discipline on employee performance, work environment on employee performance, and the simultaneous influence of work discipline and work environment on employee performance at PT. Jakarta's boisterous home. The research method used in this study is a quantitative method with a descriptive approach. The research data was collected using a questionnaire with a population of 65 people and a sample of 65 people. The sampling technique used was the saturated sample technique. The analytical methods used are validity test, reliability test, classical assumption test, correlation coefficient, coefficient of determination, simple linear regression analysis, multiple linear regression analysis, t test and F test. Work Discipline Variable (X1) has a significant contribution to employee performance variables. (Y) of 44.6%. The Work Environment Variable (X2) has an influence on the Employee Performance variable (Y) of 44.7%. The Variable Effect of Work Discipline (X1) and Work Environment (X2) has a contribution of influence on the Employee Performance variable (Y) of 49.9%, and there is a positive and significant influence simultaneously (simultaneously) between the independent variables on the dependent variable.

Keywords: Work Environment, Work Discipline, Employee Performance

INTRODUCTION

The internet makes globalization even faster, due to the speed at which information is received from various parts of the world. The internet not only speeds up formal information and news from various parts of the world, but culture and entertainment are also very easy to access. This makes the development of the domestic creative industry currently experiencing quite rapid growth, so that naturally it creates competitive competition as well.

Evrita (2016) argues that the creative economy focuses on the creation of goods and services by relying on expertise, talent and creativity as intellectual property. Based on this, the human factor plays a very important role and is the main capital for creating economic activity. The process of creative thinking based on good economics will create a creative generation that

can produce creative products that have value or benefits for society.

Presidential Regulation Number 72 of 2015 has classified creative economy products into 16 sub-sectors which are then broken down into 206 5-digit Indonesian Business Field Standard Classifications by the Central Bureau of Statistics with details as Architecture, Interior Design, Visual Communication Design, Product Design, Film, Animation and Video, Photography, Crafts, Culinary, Music, Fashion, Application and Game Developer, Publishing, Advertising, Television and Radio, Performing Arts, Fine Arts.

Based on various data compiled from the World Conference Creative Economy (2018), the creative industry sector in Indonesia has contributed a gross domestic product of 852 trillion Rupiah or the equivalent of 7.3 percent of Indonesia's total GDP over the last 3 years. In addition, the creative industry sector in Indonesia



has contributed exports worth USD 19.4 billion or the equivalent of 12.88 percent of Indonesia's total exports. In terms of workers, the creative industry sector contributes to employment for 15.9 million people, equivalent to 13.9 percent of the total employment in Indonesia. That means there are 14 out of 100 people in Indonesia who work in creative industries.

The Indonesian Creative Economy Agency (2018) also suggests that the Creative Economy (Ekraf) is a new economic paradigm that relies on ideas, ideas or creativity from Human Resources (HR) as the main production factor in its economic activities. Thus, it can be concluded that the creative economy emphasizes the

importance of the existence of human resources. To see good human resources, one of which can be seen from the performance of employees. According to (Mangkunegara, 2017) employee performance is the result of work in the form of quantity and quality achieved by an employee in carrying out his duties in accordance with the responsibilities given to him.

PT Rumah Riu Renjana is a company engaged in the field of consulting services which is located at Jalan Puri Sakti I no 26A, South Jakarta. Those who receive consulting services for companies and individuals introduce their products. Based on the data obtained, employee performance tends to decline in 2019.

Table 1. 1 PT Rumah Riu Renjana Employee KPIs in 2019

| No | Period | late | absent | Job Deadlines | Client Relations | Total |
|-------|-----------|-------|--------|---------------|------------------|-------|
| 1 | january | 80 | 100 | 80 | 100 | 90 |
| 2 | February | 80 | 100 | 80 | 50 | 77.5 |
| 3 | march | 85 | 60 | 70 | 60 | 68.75 |
| 4 | April | 80 | 70 | 70 | 90 | 77.5 |
| 5 | may | 75 | 50 | 80 | 80 | 71.25 |
| 6 | june | 60 | 70 | 100 | 50 | 70 |
| 7 | July | 50 | 60 | 80 | 50 | 60 |
| 8 | August | 80 | 80 | 100 | 50 | 77.5 |
| 9 | September | 60 | 70 | 100 | 30 | 65 |
| 10 | October | 100 | 60 | 70 | 70 | 75 |
| 11 | November | 60 | 90 | 80 | 60 | 72.5 |
| 12 | December | 80 | 60 | 80 | 50 | 67.5 |
| Total | | 74.17 | 72.5 | 82.5 | 61.67 | |

From the table above there are still many that are below the standard set by the company, namely "75%". Especially the low "absent" and "Client Relations" columns indicate a lack of work discipline from employees. Mangkunegara (2017: 129) says "work discipline can be interpreted as the implementation of management to strengthen organizational guidelines". Low

employee work discipline, means that employees are less persistent in implementing the guidelines that exist in the organization or company.

In addition to the problem of low work discipline, there are also several problems from the work environment that are less than the standards set. As described by the following pre-survey results:

Table 2.

Results of the Pre-Survey of the Work Environment of PT Rumah Riu Renaja Jakarta Employees in 2021

| No | Statement | Answer % | | Number of Employees | Target in % |
|----|--|----------|------|---------------------|-------------|
| | | Yes | No | | |
| 1 | The company has provided adequate facilities for employees | 40.8 | 59.2 | 65 | 100 |
| 2 | The surrounding environmental conditions are conducive, not noisy and enough air ventilation | 36.5 | 63.5 | 65 | 100 |
| 3 | Quick response from the company regarding damage to equipment and work equipment | 43.1 | 56.9 | 65 | 100 |
| 4 | Employees feel that the leadership listens to complaints and | 35 | 65 | 65 | 100 |



From table 2 above, employees feel that work facilities and equipment are inadequate and the response from the leadership is unsatisfactory, thus hindering employee work and making employees uncomfortable. This is in accordance with Harras, Sugiarti, and Wahyudi (2020), namely one of the indicators of a good work environment is the importance of work comfort. What is meant

by work comfort includes proper facilities, adequate work equipment, a comfortable office layout, and a fair work system. The lack of response from the leadership also greatly affects comfort at work, because employee complaints at work are not resolved immediately if the response from the leadership or from management is not swift.

Table 3 Results of the 2021 PT Rumah Rih Renjana Jakarta Employee Performance Survey

| No | Statement | Answer % | | Number of Employees | Target in % |
|----|--|----------|------|---------------------|-------------|
| | | Yes | No | | |
| 1 | I can meet the performance standards that have been set. | 48.2 | 51.8 | 65 | 100 |
| 2 | I have good skills and in accordance with the field of work. | 42.9 | 57.1 | 65 | 100 |
| 3 | I understand and master the main duties as an employee. | 46.4 | 53.6 | 65 | 100 |
| 4 | The capacity of the work provided at this time is in accordance with the ability of employees. | 37.5 | 62.5 | 65 | 100 |

Judging from Table 3, employees feel that the current job capacity provided is not in accordance with the employee's work ability, so that the performance of PT. Rih Renjana's house is not optimal. This is of course related to employee discipline and an uncomfortable work environment for employees.

From the problems of employee performance above, there is a relationship between the work environment and work discipline which affects some of the performance of PT Rumah Rih Renjana Jakarta employees. The author is interested in conducting research with the title "The Influence of Work Discipline and Work Environment on Employee Performance at PT. Renjana's Bustling House Jakarta"

LITERATURE REVIEWS

Human Resource Management

Sedarmayanti (2017) argues that human resource management is a policy for determining human or human resource aspects in management positions. This

includes recruiting, screening, training, rewarding and evaluating.

Lalu Dewi, Herni, et al (2021) Human resource management is a process of dealing with various employee problems to be able to support company activities in order to achieve predetermined goals.

Hasibuan (2020) argues that Human Resource Management is the science and art of managing relationships and the role of the workforce so that it is effective and efficient in helping the company, employees and society achieve the goals. My source of human beings is a combination of the power of thought and physical power possessed by individuals. The ability of every human being is determined by the power of thought and physical power, humans always play an active and dominant role in every organizational activity, because humans are the planners, actors, and determinants of the realization of organizational goals. Organizational goals are impossible to achieve without the active role of employees even though the tools owned by the company are so qualified. Sophisticated tools

owned by the company will not be maximized if the employee's role is not included.

Based on some of the opinions according to the experts above, it can be concluded that human resource management is an effective and efficient management of human resources in a company so that it can help realize the goals of the company.

Work Discipline

Mangkunegara (2017) says "work discipline can be interpreted as the implementation of management to reinforce organizational guidelines". In a creative economy that is very dependent on human resources or employees, discipline is crucial. Therefore, Mangkunegara believes that discipline is crucial for employee performance in order to strengthen organizational guidelines.

Meanwhile, according to Sinambela (2016) work discipline is a person's ability to work regularly, diligently, and continuously work in accordance with applicable rules. In this case discipline is an ability (skill) of someone who is able to consistently work according to established rules. Because someone who can finish the job is not necessarily able to consistently and continuously work according to the rules

Furthermore, Dewi and Harjoyo (2019) discipline is a tool for companies to maintain their existence, because with high discipline, employees or subordinates will comply with all existing regulations so that work can be carried out according to plan.

Based on several definitions according to the experts mentioned above, it can be concluded that work discipline is a person's awareness and willingness to comply with all applicable company regulations and social norms. So, someone will be willing to comply with all the rules and carry out their duties, either voluntarily or because of compulsion.

Work environment

According to Harras, Sugiarti, and Wahyudi (2020) argue that the work environment environment does not only mean a place, there is another meaning, namely interaction. The meaning of interaction in question includes all things including humans, objects, animals, and so on, which directly affect a person's way of life, such as a good office or workplace will be a pleasant working environment.

Mangkunegara (2017) defines the work environment as all aspects of the physical work, psychological work and work regulations that can affect job satisfaction and productivity gains.

Furthermore, Dewi and Harjoyo (2019) argue that the work environment can foster enthusiasm, enthusiasm, and work speed so that productivity can be achieved. Yoder and Wise in Harras, et al (2020) said that the work environment in the organization must have certain benefits or values, so that it gives a positive impression. Thus, there are interrelated circumstances.

From the opinion of the experts above, the work environment is all physical and non-physical aspects that encourage employees to carry out their duties properly and provide moral encouragement in the form of enthusiasm for work.

Employee performance

According to (Mangkunegara, 2017) found that performance is the result of work in the form of quantity and quality achieved by an employee in carrying out his duties in accordance with the responsibilities given to him.

Meanwhile, according to Harras, Sugiarti, and Wahyudi (2020) performance is a proud result or achievement that is based on high effort (hard work) by exerting all one's potential.

According to Robbins (2003) that employee performance is a function of the interaction between ability and motivation. Employee performance is a result achieved by the employee in his work according to certain criteria that apply to a particular job.

METHODS

The type of research used in this research is a survey with approach quantitative. According to Sugiyono (2018) the qualitative research method is a research method based on the philosophy of postpositivism, used to research on natural object conditions, (as opposed to experiments) where the researcher is the key instrument, data collection techniques are carried out by triangulation (a combination of observation, interviews, documentation), the data obtained tends to be qualitative in nature, the data analysis is inductive/qualitative, and the results of qualitative research emphasize more on understanding meaning, uniqueness and phenomena and finding hypotheses.

This study aims to obtain information and data regarding the influence of work discipline, work environment and employee performance. Aim from In this study, the researchers wanted to explain and explain about "The Influence of Work Discipline and Work Environment on Employee Performance at PT Rumah Rih Renjana".

In this study, researchers will use a saturated sample, namely all employees of PT Rumah Rih Renjana Jakarta, totaling 65 people. According to Sugiyono (2013) Saturated Sampling is a sampling technique when all members of the population are used as samples.

This is done because researchers make generalizations with very small errors.

The research method is used with the aim of being able to reveal the problems that the author is researching. In research on the influence of work discipline and work environment on employee performance at PT Rumah Rih Renjana Jakarta, the author uses a quantitative descriptive method.

RESULTS and DISCUSSION

a. Validity test

This validity test is used to test questions and statements on each statement item on the questionnaire whether it is valid or not, in the sense that it can be used or not. Furthermore, to process the validity test, the researcher used the SPSS version 25 program with the following criteria:

- 1) If the value of rcount is greater than rtable (rcount > rtable), then the statement item is said to be valid.
- 2) If the value of rcount is less than rtable (rcount < rtable) then the statement item is said to be invalid.

As for determining the size of the rtable, it is searched using the following formula:

$$\alpha = 5\%, n-2, \text{ so } 65-2 = 63$$

rtable $\alpha = 5\%$, 65 = 0.244 (r product moment table)

So that the rtable value is 0.244, the value 2 is from the number of independent variables and 1 is from the dependent variable. The following is the calculation of the validity test for each variable used, namely:

Table 4. Work Discipline Validity Test Results (X1)

| No. | Statement | r count | r table | Information | Decision |
|-----|-------------------|---------|---------|---------------|----------|
| 1 | Item Statement 1 | 0.716 | 0.244 | rcount>rtable | Valid |
| 2 | Item Statement 2 | 0.759 | 0.244 | rcount>rtable | Valid |
| 3 | Item Statement 3 | 0.670 | 0.244 | rcount>rtable | Valid |
| 4 | Item Statement 4 | 0.742 | 0.244 | rcount>rtable | Valid |
| 5 | Item Statement 5 | 0.681 | 0.244 | rcount>rtable | Valid |
| 6 | Item Statement 6 | 0.781 | 0.244 | rcount>rtable | Valid |
| 7 | Statement Point 7 | 0.736 | 0.244 | rcount>rtable | Valid |
| 8 | Statement Point 8 | 0.851 | 0.244 | rcount>rtable | Valid |
| 9 | Item Statement 9 | 0.735 | 0.244 | rcount>rtable | Valid |

| | | | | | |
|----|--------------------|-------|-------|-------------------|-------|
| 10 | Statement Point 10 | 0.821 | 0.244 | r count > r table | Valid |
|----|--------------------|-------|-------|-------------------|-------|

From the table above, it can be seen that of the 10 work discipline variable statements (X1) all statement items are valid, where all statement items have corrected item total corrected item greater than 0.244:

Table 5. Work Environment Validity Test Results (X2)

| No. | Statement | r count | r table | Information | Decision |
|-----|--------------------|---------|---------|-------------------|----------|
| 1 | Item Statement 1 | 0.776 | 0.244 | r count > r table | Valid |
| 2 | Item Statement 2 | 0.783 | 0.244 | r count > r table | Valid |
| 3 | Item Statement 3 | 0.781 | 0.244 | r count > r table | Valid |
| 4 | Item Statement 4 | 0.870 | 0.244 | r count > r table | Valid |
| 5 | Item Statement 5 | 0.789 | 0.244 | r count > r table | Valid |
| 6 | Item Statement 6 | 0.756 | 0.244 | r count > r table | Valid |
| 7 | Statement Point 7 | 0.851 | 0.244 | r count > r table | Valid |
| 8 | Statement Point 8 | 0.893 | 0.244 | r count > r table | Valid |
| 9 | Item Statement 9 | 0.796 | 0.244 | r count > r table | Valid |
| 10 | Statement Point 10 | 0.887 | 0.244 | r count > r table | Valid |

Source: Processed data (2022)

From the table above, it can be seen that of the 10 work environment variable statements (X2) all statement items are valid, where all statement items have corrected item total corrected item greater than 0.244.

Table 6. Results of Employee Performance Validity Test (Y)

| No. | Statement | r count | r table | Information | Decision |
|-----|--------------------|---------|---------|-------------------|----------|
| 1 | Item Statement 1 | 0.794 | 0.244 | r count > r table | Valid |
| 2 | Item Statement 2 | 0.779 | 0.244 | r count > r table | Valid |
| 3 | Item Statement 3 | 0.823 | 0.244 | r count > r table | Valid |
| 4 | Item Statement 4 | 0.840 | 0.244 | r count > r table | Valid |
| 5 | Item Statement 5 | 0.754 | 0.244 | r count > r table | Valid |
| 6 | Item Statement 6 | 0.862 | 0.244 | r count > r table | Valid |
| 7 | Statement Point 7 | 0.786 | 0.244 | r count > r table | Valid |
| No. | Statement | r count | r table | Information | Decision |
| 8 | Statement Point 8 | 0.864 | 0.244 | r count > r table | Valid |
| 9 | Item Statement 9 | 0.862 | 0.244 | r count > r table | Valid |
| 10 | Statement Point 10 | 0.860 | 0.244 | r count > r table | Valid |

Source: Processed data (2022)

From the table above, it can be seen that of the 10 employee performance variable statement items (Y) all statement items are valid, where all statement items have corrected item total corrected item greater than 0.244.

b. Reliability Test

The significance level used is $\alpha = 0.05$ (5%). The results of the reliability testing of this study are as follows:

Table 7. Reliability Test Results

| No. | Variable | Cronbach Alpha | Criteria | Conclusion |
|-----|----------|----------------|----------|------------|
| 1 | Work | 0.911 | 0.60 | Reliable |

| Discipline | Work Environment | Employee Performance | Reliability |
|------------|------------------|----------------------|-------------|
| 2 | 0.943 | 0.60 | Reliable |
| 3 | 0.945 | 0.60 | Reliable |

From the table above it can be explained that all Cronbach Alpha values indicate all Cronbach Alpha > 0.60 , so all statement items are declared reliable. So it can be concluded that the questionnaire used remains consistent in measuring research variables.



1. Normality test

c. TestClassic Assumption

Table 8. Normality Test Results with the Kolmogorov Smirnov Test

| One-Sample Kolmogorov-Smirnov Test | | Unstandardized Residuals |
|------------------------------------|----------------|--------------------------|
| N | | 65 |
| Normal Parameters, b | Means | 0 |
| | std. Deviation | 4.58533 |
| Most Extreme Differences | absolute | 0.082 |
| | Positive | 0.082 |
| | Negative | -0.076 |
| Test Statistics | | 0.082 |
| asymp. Sig. (2-tailed) c | | .200d |

Based on the results of the normality test it is known that the significance value is $0.200 > 0.05$, it can be concluded that the residual value is normal.

d. TestMulticollinearity

The multicollinearity test aims to test whether the regression model found a correlation between the independent variables. A good regression model should not have a correlation between the independent variables. To detect whether

there is multicollinearity in the regression model, it can be seen from the tolerance value or Variance Inflation Factor (VIF) with the following conditions:

1) If the VIF value is above 10 or the tolerance value is below 0.10, multicollinearity occurs.

2) If the VIF value is below 10 or the tolerance value is above 0.10, then multicollinearity does not occur.

Multicollinearity test results. Done using SPSS version 25 with the following results:

Table 4. 14 Multicollinearity Coefficients Test Results for the VIF Method

| Model | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Collinearity Statistics | |
|-------------------|-----------------------------|------------|---------------------------|-------|-------|-------------------------|------|
| | B | std. Error | Betas | | | tolerance | VIF |
| (Constant) | 15,414 | 3,678 | | 4,191 | 0 | | |
| 1 DdisciplineWork | 0.366 | 0.143 | 0.375 | 2.55 | 0.013 | 0.373 | 2.68 |
| LenvironmentWork | 0.297 | 0.118 | 0.371 | 2,519 | 0.014 | 0.373 | 2.68 |

Source: Questionnaire data processed in 2021

The table above shows that the Variance Inflation Factor (VIF) for the Work Discipline variable (X1) is 2.680 and the Work Environment (X2) is 2.680 where each independent variable tolerance is less than 1 and the VIF value is less than 10, thus the model regression does not occur correlation

between independent variables in the equation itself or there is no multicollinearity.

e. Correlation Coefficient Analysis

Analysis of the correlation coefficient is intended to determine the level of strength of the relationship or influence between the independent variables on the dependent

variable either partially or simultaneously. The results of the analysis are as follows:

Table 4. 15 Results of Partial Correlation Coefficient Analysis of Work Discipline Variables (X1) on Employee Performance (Y)

| | | Work environment | Employee performance |
|--------------------------|---------------------|------------------|----------------------|
| Work Discipline (X1) | Pearson Correlation | 1 | .669** |
| | Sig. (2-tailed) | | <0.001 |
| | N | 65 | 65 |
| Employee Performance (Y) | Pearson Correlation | .669** | 1 |
| | Sig. (2-tailed) | <0.001 | |
| | N | 65 | 65 |

** . Correlation is significant at the 0.01 level (2-tailed).

Source: Questionnaire data processed in 2021

Based on the table above, a correlation variable (X1) has a strong level of coefficient value of 0.669 is obtained in the relationship strength to employee interpretation range of 0.60 – 0.799, so it can performance (Y). be concluded that the work discipline

Table 4.1 Results of Partial Correlation Coefficient Analysis of Work Environment Variables (X2) on Employee Performance (Y)

| | | EnvironmentWork | Employee performance |
|--------------------------|---------------------|-----------------|----------------------|
| Work Environment (X2) | Pearson Correlation | 1 | .668** |
| | Sig. (2-tailed) | | <0.001 |
| | N | 65 | 65 |
| Employee Performance (Y) | Pearson Correlation | .668** | 1 |
| | Sig. (2-tailed) | <0.001 | |
| | N | 65 | 65 |

** . Correlation is significant at the 0.01 level (2-tailed).

Source: Questionnaire data processed in 2022

Based on the table above, a correlation variable (X2) has a strong level of coefficient value of 0.668 is obtained in the relationship strength to employee interpretation range of 0.60 – 0.799, so it can performance (Y). be concluded that the work environment

Table 4.2 Results of Simultaneous Correlation Coefficient Analysis of Work Discipline Variables (X1) and Work Environment (X2) on Employee Performance (Y)

| Summary models | | | | | |
|----------------|-------|----------|-------------------|----------------------------|--|
| Model | R | R Square | Adjusted R Square | std. Error of the Estimate | |
| 1 | .706a | 0.499 | 0.483 | 4.6587 | |

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

Source: Questionnaire data processed in 2022

Based on the table above, the correlation strength of relationship to Employee coefficient value of 0.706 is obtained in the Performance (Y). interpretation range of 0.600 - 0.799, it can

be concluded that the variables of Work Work Discipline (X1) and Work Environment (X2) Variable Together on Discipline (X1) and Work Environment (X2) Employee Performance (Y) which can be simultaneously have a strong level of seen that the Effect of Work Discipline (X2) and Work Environment (X2) together on

Employee Performance (Y) based on analysis the data shows the multiple linear regression coefficient that has been found is $Y = 15.414 + 0.366x_1 + 0.297x_2$. The results can be concluded that there is a positive relationship between work discipline (X1) and work environment (X2) on employee performance (Y). Constant a = 15.414 means that without Work Discipline (X2) and Work Environment (X2), the performance value is 15.414 units. Constant (b) 0.366 means, if Work Discipline (X1) increases by one unit, the employee's performance value will increase by 0.366 units. Constant (b2) = 0, 297 means that if the employee's work environment (X2) increases by one unit, the employee's performance value will increase by 0.297 units. The coefficient of determination between Work Discipline (X1) and Work Environment (X2) on Employee Performance (Y) is R square (R²) 0.499 meaning that Work Discipline (X1) and Work Environment (X2) have a contribution to employee performance of 49.9% and the remaining 50.1% is influenced by other factors. Simultaneously testing the hypothesis, it can be concluded that the value of Fcount is 30.837 > Ftable 2.750 or Sig value is 0.001 < 0.05 then Ho is rejected and Ha is accepted, meaning that there is a positive and significant influence between the Work Discipline variable (X1) and the Work Environment variable (X2) simultaneously on Employee Performance (Y) The coefficient of determination between Work Discipline (X1) and Work Environment (X2) on Employee Performance (Y) is R square (R²) 0.499 meaning that Work Discipline (X1) and Work Environment (X2) have a contribution to employee performance of 49.9% and the remaining 50.1% is influenced by other factors. Simultaneously testing the hypothesis, it can be concluded that the value of Fcount is 30.837 > Ftable 2.750 or Sig value is 0.001 < 0.05 then Ho is rejected

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CONCLUSION

After analyzing research data regarding "The Influence of Work Discipline and Work Environment on Employee Performance at PT. Rumah Rih Renjana Jakarta", the following conclusions are drawn: (1) Work Discipline (X1) on employee performance at PT. Rumah Rih Renjana Jakarta, it can be concluded that the Work Discipline variable (X1) has a contribution to the Employee Performance variable (Y) of 44.6%, has a significant influence on Employee Performance (Y) expressed in the results of the T test with a tcount of 7.141 ttable of 1.670 the tcount value of the work environment is greater than the ttable value, and the level of significant t value is less than 0.05 (0.001 < 0.05), then H1 is accepted. (2) Work Environment (X2) on employee performance at PT. Renjana Rih House Jakarta, it can be concluded that the Work Environment variable (X2) has

a contribution to the Employee Performance variable (Y) of 44.7% has a significant influence on Employee Performance (Y) expressed in the results of the T test with a tcount of 7.123 ttable of 1.670 , the tcount value of the Work Environment (X2) is greater than the ttable value, and the level of significant t value is less than 0.05 (0.001 <0.05), then H2 is accepted. (3) Effect of Work Discipline (X1) and Work Environment (X2) on Employee Performance (Y) at PT. Rumah Rih Renjana Jakarta, it can be concluded that the variable Influence of Work Discipline (X1) and Work Environment (X2) has a contribution to the influence of the Employee Performance variable (Y) of 49.9%,

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