


The Influence of Work Environment and Work Discipline on Employee Performance at PT Satu Pilar Indonesia

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Article Info	ABSTRACT
Keywords: Work Environment, Work Discipline, team member Performance	There are problems with a work environment that is not conducive, such as a lack of facilities to support facilities and infrastructure, and a lack of team member discipline, which is indicated by high rates of team member absenteeism. This research aims to determine whether the work environment and Discipline influence employees' performance at PT Satu Pilar Indonesia, either partially or simultaneously. PT Satu Pilar Indonesia is a bodywork company located in Jakarta. They provide bodywork manufacturing services for various types of vehicles, both for personal, corporate, and special project needs. Bodywork is part of the automotive industry that focuses on manufacturing and modifying vehicle bodies, especially those not produced directly by the manufacturer. The researcher's motivation for researching at PT Satu Pilar Indonesia is to analyze and identify the influence of the work environment and discipline on team member performance. The sample selected used a saturated sampling technique because the population is relatively small. The sample used in this study amounted to 35 employees of PT Satu Pilar Indonesia. The study results showed that the work environment variable partially had a positive and significant effect on the performance of PT Satu Pilar Indonesia employees. The work discipline variable partially had a positive and significant effect on the performance of PT Satu Pilar Indonesia employees. The work environment and work discipline variables simultaneously had a positive and significant effect on the performance of PT Satu Pilar Indonesia employees.
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INTRODUCTION

A company's success is not always measured by its financial resources; instead, it is more important than its human resources. In today's era of globalization, high-quality human resources are essential, as a company's success depends heavily on the quality of its employees. The better the quality of a company's employees, the greater its competitiveness relative to other companies. The quality of its human resources is crucial to a company's success. High-quality team member performance significantly facilitates a company or organization's achievement of its goals (Fiverio, n.d.).

The work environment is crucial in determining whether team member performance is good or bad. Environmental factors directly influence team member performance in

completing their tasks and responsibilities, ultimately improving their performance. A favorable work environment is one in which employees can perform their activities or tasks optimally, healthily, safely, and comfortably. (Ramadhan et al., 2022) Therefore, determining and creating a favorable work environment will significantly impact the success of achieving the company's desired goals.

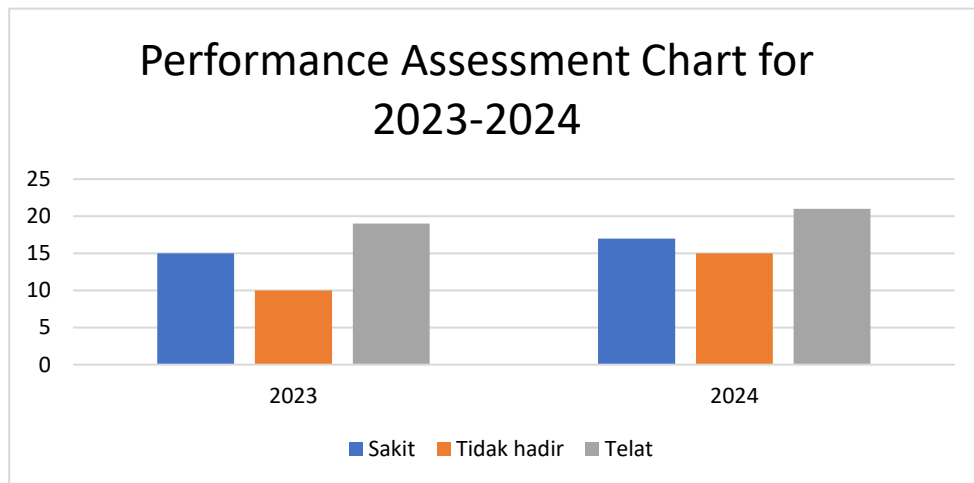
Work discipline fosters awareness among employees to carry out assigned tasks, where its formation does not arise by itself. However, it must be formed through formal and non-formal education, and the motivation of each team member must be well developed. Employees with good work discipline are expected to be able to carry out and complete the work that is their responsibility effectively, efficiently, and on time. According to Restu et al. (2024), Discipline is often defined precisely in time and place. Whatever the form of activity, if it is carried out on time, never late, then that is also called time and place.

Performance is a sign of the success or failure of an individual or group in carrying out the actual work assigned by an organization. Performance in its function does not stand alone but is related to individual, organizational, and external environmental factors. (Kurniawan & Astria, 2024) Performance can be known and measured if an individual or group of employees has criteria or standards of success benchmarks that the organization has set. Therefore, without goals and targets set in the measurement, it is impossible to know the performance of an individual or group without benchmarks for success.

PT Satu Pilar Indonesia is a company that is engaged in the bodywork sector. Bodywork is part of the automotive industry that focuses on manufacturing and modifying vehicle bodies, especially those not produced directly by the manufacturer. Based on interviews with the Director of PT Satu Pilar Indonesia and the results of the researcher's observations, there is a phenomenon that is suspected of team member indiscipline at work, indicating that there are still several violations related to work discipline, including:

1. Some employees arrive late or not on time, as they should, namely at 08:00
2. From the interview results, some employees were absent while working hours were still in progress and went home before it was time to go home from work. Some employees left during working hours earlier than the proper time, namely 17:00.
3. Some employees do not immediately complete their work on time, so the completion time of the work is delayed, while some customers ask for a fast deadline for completion.
4. The work environment is less comfortable for employees, due to poor lighting and the absence of a prayer room or canteen.

The number of employees at PT Satu Pilar Indonesia is 35. The number of undisciplined employees who are late to work can be seen from the number of undisciplined employees below. This is a graph and table of attendance at PT Satu Pilar Indonesia in 2023-2024.



Source: Data obtained from PT Satu Pilar Indonesia

Figure 1. PT Satu Pilar Indonesia performance assessment chart for 2023 – 2024

Table I.1. Total attendance of PT Satu Pilar Indonesia employees

Year	Sick	Not present	Late	Total
2023	15	10	19	44
2024	17	15	21	53

Source: Data obtained from PT Satu Pilar Indonesia

The graph and table above show an increase in indiscipline in 2024. The researcher's motivation for conducting the research at PT Satu Pilar Indonesia was to analyze and identify the influence of the work environment and Discipline on team member performance.

Literature Review

Work environment

According to Yulianti et al. (2023), the work environment is a company's social, psychological, and physical environment that influences employees in carrying out their duties. According to Dinar (2016), the condition of the work environment plays a significant role in determining the quality of team members' job satisfaction. A comfortable work environment and smooth communication will maximize team member satisfaction. The work environment is a crucial factor in shaping team member performance. This is because the work environment directly influences employees in completing their work, ultimately improving organizational performance. A good work environment is one in which employees can perform their activities optimally, healthily, safely, and comfortably (Ade Apriliyani & Natal Indra, 2024). According to Baiti et al. (2020), several factors must be considered to create a good work environment:

- a. Workplace building
- b. Spacious workspace
- c. Good air ventilation
- d. Availability of places of worship
- e. Availability of team member transportation facilities

According to (Kinerja & Brontoseno, 2023), a work environment is the entire equipment and materials faced, the surrounding environment in which a person works, their work methods, and their work arrangements as individuals and as a group. According to (Wahyu et al., 2023), a work environment can be interpreted as a situation related to workplace characteristics towards changes in team member behavior and attitudes, such as work boredom, monotonous work, and fatigue. The work environment consists of physical and non-physical environments attached to employees so that they cannot be separated to achieve good team member performance.

Based on the opinions of several experts above, it can be concluded that the work environment is a condition that must be considered in a company. A good work environment will provide comfort and security, enabling employees to perform optimally. If a company fails to provide a positive environment for its employees, it will fail to achieve its goals.

Work Discipline

According to Pratiwi et al. (2018), work discipline is human resource management's most important operational function. The better the team members' work discipline, the better the performance. A team member is said to have good Discipline if the team member has a sense of responsibility for the assigned tasks. According to (Fiverio, n.d.), Discipline is a procedure that corrects or punishes subordinates for violating regulations or procedures. Discipline is a team member's self-control and regular implementation, and it shows the level of seriousness of the team within an organization. Disciplinary action requires a penalty against employees who fail to meet established standards. Effective disciplinary action focuses on the team member's misbehavior, not on the team member personally.

In order to achieve good performance, an organization must have strong work discipline and understand its indicators. According to Di et al. (2024), there are several types of disciplinary activities, including:

1. Preventive Discipline is an activity that encourages employees to follow various standards and rules so that deviations can be prevented.
2. Corrective Discipline is an activity taken to address rule violations and prevent further violations.
3. Progressive Discipline is giving heavier punishments for repeated violations.

According to (Baiti et al., 2020), Discipline indicates a condition or attitude of respect among employees for company regulations and provisions. Discipline encompasses obedience and respect for agreements made between the company and employees. According to (Agustin & Wijayanti, 2023), Discipline is a form of team member self-control and regular implementation, demonstrating the level of commitment of the work team within an organization.

Based on the opinions of several experts above, it can be concluded that work discipline is a means for leaders to encourage employees to change their behavior and comply with company regulations, such as regulated attitudes and actions, and a willingness to comply with all applicable company norms. Maintaining Discipline can ensure the smooth execution of tasks. Employees can then carry out all their responsibilities with

full awareness and channel all their energy and thoughts toward achieving company targets.

Dimensions and Indicators

The following are the dimensions and indicators of work discipline according to (Sulvinajayanti et al., 2021):

1. Timeliness Dimension, with indicators:
Employees come to the office on time, orderly, and regularly, so work discipline is good.
2. Dimensions of Using Office Equipment Properly, with indicators:
A careful attitude when using office equipment can show that a person has good work discipline, so that office equipment can be protected from damage.
3. High Responsibility Dimension, with indicators:
Employees who consistently complete the tasks assigned to them by procedures and are responsible for the results of their work can also be said to have good work discipline.
4. Dimension of Compliance with Office Rules, with indicators:
Employees wear office uniforms, use ID cards, and ask for permission if they are not in the office, which also reflects high Discipline.

Team member performance

According to (Damayanty et al., 2023), performance is the standard of work results that a team member has achieved and contributes to the company. Improving team member performance requires managers or company leaders to consider supporting factors to increase the company's success rate.

According to Haholongan (2018), performance is defined as what employees do or do not do. team member performance is what influences how much they contribute to the company. Performance assessment and achievement use dimensions as benchmarks. According to (Sanistasya et al., 2019), performance is the work results, both in quality and quantity, achieved by a person in carrying out tasks according to assigned responsibilities. Meanwhile, according to (Siburian et al., 2024), performance is the results achieved by employees according to the applicable standards for the job in question.

According to (Wati & Hapsari, 2022), performance is the result of a process that refers to and is measured over a specific period based on predetermined provisions or agreements. Performance dimensions include targets, quality, completion time, and adherence to principles. According to Tambunan et al. (2024), performance is something that employees provide in determining how much they contribute to the company in the form of production results and services provided. Performance greatly influences the quality of a company, where performance determines the level of success of a company's operations from year to year. It is produced by human resources, which have the company according to predetermined work standards.

Based on the description above, performance is the most important aspect of the various activities carried out by each team member. When carrying out assigned tasks, the company gives employees a deadline to complete them. Good team member performance

can be observed from their behavior and attitude in carrying out their work, aligning with the rules and within the allotted timeframe. Therefore, this is crucial for a company to achieve its goals.

Framework of thinking

Every company naturally wants to achieve its stated goals. To achieve these goals, a company must operate effectively. In business, employees are the primary driving force behind achieving desired goals. Therefore, without the support of employees, a company will undoubtedly face significant challenges in achieving its objectives. Implementing healthy work habits and creating a positive work environment will help improve team member performance.

The Influence of Work Environment on Employee Performance

The work environment encompasses all conditions and factors within the workplace that influence employees in carrying out their duties. According to Muhtadin & Frianto (2020), work environment conditions play a significant role in determining the quality of team members' job satisfaction. A comfortable work environment and smooth communication will maximize team member satisfaction.

Research results investigated by Palampanga, P. et al. (2017), Finah, AS, and Afridola, S. (2018), and Ariani, DS et al. (2020) stated that the work environment has a positive and significant influence on team member performance.

The Influence of Work Discipline on Employee Performance

Work discipline has a positive and significant impact on team member performance. Disciplined employees are more productive, achieve targets, and improve work quality. According to (Kinerja & Brontoseno, 2023), work discipline is human resource management's most important operational function. The better a team member's work discipline, the better their performance can be achieved. A team member is considered well-disciplined if they demonstrate a sense of responsibility for the assigned tasks.

The results of research investigated by Syarkani (2017), Tyas, DW, and Sunuharyo, BS (2018), and Nunu Nurjaya (2021) stated that Work Discipline has a positive and significant influence on Employee Performance.

The influence of the work environment and work discipline simultaneously or together on Employee Performance

Environment and work discipline, either simultaneously or in combination, significantly impact team member performance. Research shows that a conducive work environment and good work discipline can improve team member performance.

According to research conducted by Ramadhan et al. (2022), the work environment and work Discipline simultaneously or jointly significantly influence team member performance. The results show that a positive work environment and strong work discipline can simultaneously improve team member performance.

Research results investigated by Rivalita, C. et al. (2020), Sinaga, RS, and Sihombing, S. (2021), Nugrahaningsih and Julaela (2017), and Arsindi, et al. (2020) stated that there is a simultaneous or joint influence of the work environment and work discipline on team member performance.

The above explanation of the research framework can be expanded to discuss the influence of the work environment on team member performance, work discipline on team member performance, and the simultaneous or joint influence of the work environment and work discipline on team member performance. The following is the research framework.

Hypothesis

The central assumption, known as a hypothesis, is tentative and must provide accurate facts. Based on the research framework, the researcher proposed the following hypothesis:

H0: It is suspected that there is no influence between the work environment and team member performance at PT Satu Pilar Indonesia.

H1: Allegedly, there is an influence between the work environment and team member performance at PT Satu Pilar Indonesia.

H0: Allegedly, there is no influence between work discipline and team member performance at PT Satu Pilar Indonesia.

H2: Allegedly, there is an influence between work discipline and team member performance at PT Satu Pilar Indonesia.

H0: Allegedly, there is no influence between the work environment and work discipline simultaneously or together on team member performance at PT Satu Pilar Indonesia.

H3: Allegedly, there is an influence between the work environment and work discipline simultaneously or together on team member performance at PT Satu Pilar Indonesia.

METHOD

Research Design

The definition of research design is the plan used to provide direction in the implementation of the research process. The type of research applied in this study is quantitative research. According to (D. Sugiyono, 2019), quantitative research is a type of research that produces findings that can be achieved (obtained) using strategic procedures or other methods of quantification (measurement). According to Sugiyono (2018), associative research analyzes the relationship and influence between two or more variables. In implementing the following research design, the steps used in data acquisition based on the structure are:

1. Structure 1: The independent variable is the work environment, and the dependent variable is team member performance.
2. Structure 2: The independent variable is Work Discipline, and the dependent variable is Employee Performance
3. Structure 3: The independent variables are Work Environment and Work Discipline, which have a simultaneous or joint influence, and the dependent variable is Employee Performance.

The following is the research design process that will be used in this research, namely:

In conducting this research, a research design stage is required to observe the influence of the work environment and work Discipline on team member performance. The research explains the background and the formulation of the problem, which becomes a statement of the research problem to be investigated. This study uses a quantitative

method. After formulating a hypothesis, the researcher uses relevant concepts from previous research to support this method. Data collection techniques are carried out through observation, interviews, and questionnaires. The data analysis method aims to ensure the accuracy of the data from the questionnaire results. From this data, we can answer the research problem and provide a clear picture of the research.

The conclusions and suggestions from this research, which are based on the data analysis, are expected to provide valuable recommendations for further research, with the hope that this research will broaden the scope of knowledge and understanding and become a solid foundation for further research.

Research Population and Sample

Research Population`

According to Sugiyono (2016), population is a generalization area consisting of objects or subjects with specific quantities and characteristics determined by researchers to be studied, and then conclusions are drawn. The population in this study is all employees of PT Satu: Indonesian Pillars, namely 35 employees.

Research Sample

According to Suharsimi in Aziz (2017), a sample is a portion of the population being studied. Suppose the population is large, and the researcher cannot study everything in the population due to limited funds, workforce, and time. In that case, the researcher can use a sample from that population. Samples taken from the population must be truly representative. According to (S. Sugiyono, 2022), nonprobability sampling is "a sampling technique that does not provide an equal opportunity for each element or member of the population to be selected as a sample." In this study, the sampling technique used was nonprobability sampling with the technique taken as saturated sampling (census). According to (Lalang et al., 2022), the saturated sampling technique is when all population members are used as samples. Therefore, the author chose a sample using a saturated sampling technique because the population size is relatively small. Therefore, the sample used in this study amounted to 35 employees of PT Satu Pillars of Indonesia.

Data Analysis Techniques

The data received must be processed and evaluated to become relevant and valuable for decision-making. Data analysis techniques aim to evaluate and reveal the meaning of the collected data.

RESULTS AND DISCUSSION

Respondent Characteristics

The information in this study was obtained by distributing questionnaires to 35 respondents who work at PT. Satu Pilar Indonesia. Researchers gave the questionnaires via a Google Form link. The questionnaires were distributed starting from June 2, 2025, requiring 7 days to be distributed until June 8, 2025. The researchers had closed the acceptance of answers in Google Form, so respondents' access to respond to the statement was automatically closed. Respondent characteristics include age, length of service, and their last education.

Respondent Characteristics Based on Age

The characteristics of respondents based on age obtained from the results of distributing the questionnaire are as follows:

Table 1. Respondents' Age Characteristics

Age	Frequency	Presentation
20-30 years	13	37.1%
31 – 40 years old	20	57.1%
>40 years	2	5.7%
Total	35	100%

Source: Data processed by researchers, 2025

Table 1 shows that the most respondents are aged 31-40 years, with 20 people representing approximately 57.1% of the total 35 employees. Then, there are 13 respondents aged 20-30 years, or approximately 37.1%. Moreover, the lowest frequency is the age group >40 years, with two people, or 5.7% of the total employees. Therefore, the age group 31-40 is the most dominant, with 20 out of 35 employees.

Respondent Characteristics Based on Gender

The characteristics of respondents based on gender obtained from the results of distributing the questionnaire are as follows:

Table 2. Respondent Gender Characteristics

Gender	Frequency	Presentation
Man	20	57.1%
Woman	15	42.9%
Total	35	100%

Source: Data processed by researchers, 2025

Table 2 shows that males predominate, with 20 employees representing 57.1% of the 35 employees. Meanwhile, females account for 15 employees, representing 42.9%. Therefore, it can be concluded that males dominate the overall team member population.

Respondent Characteristics Based on Last Education

The characteristics of respondents based on their last education obtained from the results of distributing the questionnaire are as follows:

Table 3. Characteristics of Respondents' Last Education

Last education	Frequency	Presentation
High School/Vocational School	19	54.3%
Diploma	6	17.1%
Bachelor	10	28.6%
Total	35	100%

Source: Data processed by researchers, 2025

In table 3, it can be seen that the highest level of education of respondents is high school/vocational school with a total of 19 people or around 54.3% of the total 35 employees, then for the Bachelor's level with a total of 10 people with a percentage of 28.6%, and Diploma level with a total of 6 people or with a percentage of 17.1%. Therefore,

most respondents have a final education at the high school/vocational school level, with a total of 19 people out of 35 employees.

Respondent Characteristics Based on Length of Service

The characteristics of respondents based on the length of service obtained from the results of distributing the questionnaire are as follows:

Table 4. Respondents' Working Period Characteristics

Gender	Frequency	Presentation
<1 Year	2	5.7%
1-5 Years	24	68.6%
>5 Years	9	25.7%
Total	35	100%

Source: Data processed by researchers, 2025

Table 4 shows that respondents' most common length of service was 1-5 years, with a total of 24 people, or 68.6% of the 35 employees. Furthermore, there were nine people with more than 5 years of service, or approximately 25.7%. Finally, those with less than 1 year of service were two people, or approximately 5.7%. Therefore, the length of service between 1-5 years dominated, with 24 people out of a total of 35 employees.

Research Data Description

This study focuses on testing the influence of the work environment (X1) and work discipline (X2) on team member performance (Y). The population of this study was all 35 employees of PT Satu Pilar Indonesia. Researchers used this Test using SPSS Version 27.

Instrument Test

Validity Test

(Ghozali, 2021) states that validity is a measure that indicates an instrument's validity level. A valid instrument has high validity; conversely, a less valid instrument has low validity. Next, the $r_{\text{calculated}}$ results are compared with r_{table} with a significance level of 5%. The instrument item can be considered valid if the $r_{\text{calculated}}$ value is obtained $> r_{\text{table}}$. By looking at the r_{table} of product-moment critical r values with a significance level of 5% and $N = 35$, the r_{table} value is obtained, namely 0.3338. Each instrument item is then calculated by comparing the $r_{\text{calculated}}$ value with the r_{table} . The calculation results are as follows:

Table 8. Validity Test Results

Variables	Question Items	r_{count}	r_{table}	Information
Work environment (X1)	X1.1	0,690	0,3338	Valid
	X1.2	0,847	0,3338	Valid
	X1.3	0,570	0,3338	Valid
	X1.4	0,738	0,3338	Valid
	X1.5	0,734	0,3338	Valid
	X1.6	0,743	0,3338	Valid
	X1.7	0,767	0,3338	Valid
Work Discipline (X2)	X2.1	0,632	0,3338	Valid
	X2.2	0,634	0,3338	Valid
	X2.3	0,705	0,3338	Valid
	X2.4	0,705	0,3338	Valid
	X2.5	0,672	0,3338	Valid
	X2.6	0,726	0,3338	Valid
	X2.7	0,682	0,3338	Valid
	X2.8	0,749	0,3338	Valid
	X2.9	0,612	0,3338	Valid
Employee performance (Y)	Y.1	0,729	0,3338	Valid
	Y.2	0,791	0,3338	Valid
	Y.3	0,765	0,3338	Valid
	Y.4	0,812	0,3338	Valid
	Y.5	0,752	0,3338	Valid
	Y.6	0,651	0,3338	Valid
	Y.7	0,752	0,3338	Valid

Source: Data processed by researchers, 2025

Based on the table above, the validity test results of the three variables show that the questionnaire items have good validity because the Pearson correlation value $r_{count} > r_{table}$.

Reliability Test

Reliability is an instrument that is sufficiently trustworthy to be used as a data collection tool because the instrument is good (Sulistiyan et al., 2017). A reliable instrument is an instrument that, when used several times to measure the same object, will produce the same data. In this study, the reliability test is the Cronbach's Alpha formula.

This study's reliability test was the Cronbach's Alpha formula with a standard value of 0.7. Based on the reliability test using Cronbach's Alpha, the following results were obtained for the instrument reliability test:

Table 4. Reliability Test Results

Variables	Reliability Value	Standard	Information
Work Environment (X ₁)	0,848	0,7	Reliable
Work Discipline (X ₂)	0,846		Reliable
Employee Performance (Y)	0,871		Reliable

Source: Data processed by researchers, 2025

The results of the reliability calculations show that all variables used in this study are reliable, because they have a Cronbach's Alpha coefficient value greater than the critical value, namely 0.7.

Classical Assumption Test

Classical assumption testing is necessary to determine whether the residual values in a regression model are normally distributed, thus meeting the normality assumption. It also aims to determine whether the regression estimation results are truly free from

multicollinearity and heteroscedasticity. The classical assumption tests used in this study include the normality test, the multicollinearity test, and the heteroscedasticity test.

Normality Test

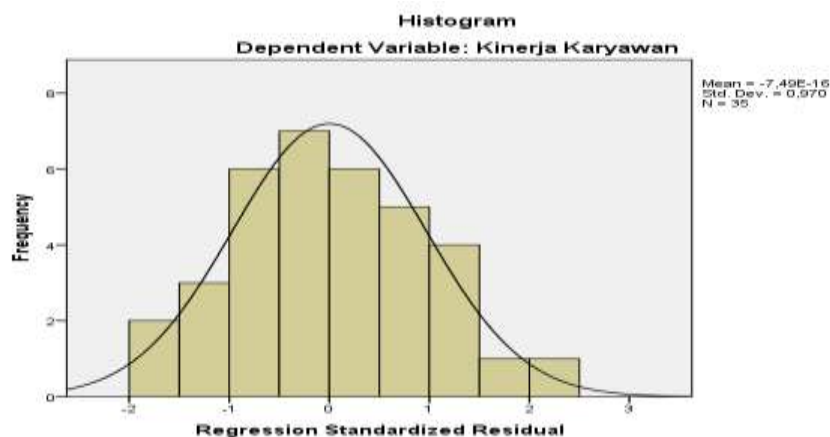
This Test is performed to determine whether the residual values in a regression model are normally distributed. In linear regression, this is indicated by the magnitude of the random error (e) value, which is usually distributed. A good regression model is typically distributed or nearly so, making the data suitable for statistical testing. Normality testing in regression can use several methods, including the Kolmogorov-Smirnov method and probability plots, which compare the cumulative distribution of the normal distribution.

Table 5. Normality Test Results Kolmogorov – Smirnov

One-Sample Kolmogorov-Smirnov Test		Unstandardized Residual
N		35
Normal Parameters ^{a,b}	Mean	.0000000
	Standard Deviation	2.78707124
Most Extreme Differences	Absolute	.091
	Positive	.077
	Negative	-.091
Test Statistics		.091
Asymp. Sig. (2-tailed)		.200 ^{c,d}
a. Test distribution is Normal.		
b. Calculated from data.		
c. Lilliefors Significance Correction.		
d. This is a lower bound of the true significance.		

Source: Data processed by researchers, 2025

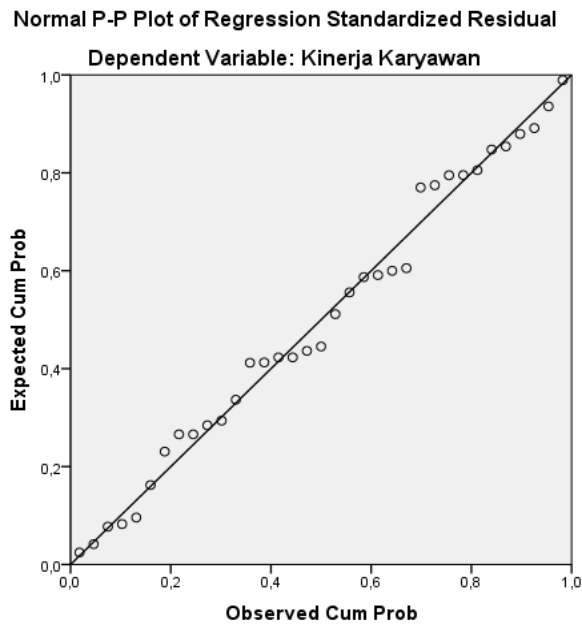
The table above shows that the significance value of the normality test results is $0.200 > 0.05$, meaning the Kolmogorov–Smirnov normality test results are considered normal. The significance level (α) is often set at 0.05, meaning there is a 5% chance that the two data sets will be equal. A higher confidence level indicates that the research findings will be considered more significant.



Source: Data processed by researchers, 2025

Figure 2. Histogram Graph

The graph above clearly shows that the data forms an inverted bell curve that fills the bell line, which shows that the data distribution is normal.



Source: Data processed by researchers, 2025

Figure 3. PP Plots Graph

The basis for determining normality is that if the data is distributed around the diagonal line and follows the diagonal direction, then the residuals are normally distributed. Conversely, if the data is distributed far from the diagonal line or does not follow the diagonal direction, then the residuals are not normally distributed. The output above shows that the data is distributed around the diagonal line and follows the diagonal direction, so the residuals are normally distributed.

Multicollinearity Test

The multicollinearity test determines whether a correlation exists between independent variables in a regression model. A good regression model should not correlate with independent variables. If independent variables are correlated, then these variables are not orthogonal. Orthogonal variables are independent variables whose correlation value between independent variables equals zero (Ghozali, 2019). To detect the presence or absence of multicollinearity, we generally look at the Tolerance and VIF values in the linear regression results.

Table 6. Multicollinearity Test Results

Model		Coefficients ^a	
		Collinearity Statistics	
		Tolerance	VIF
1	(Constant)		
	Work environment	.882	1.133
	Work Discipline	.882	1.133

a. Dependent Variable: Employee Performance

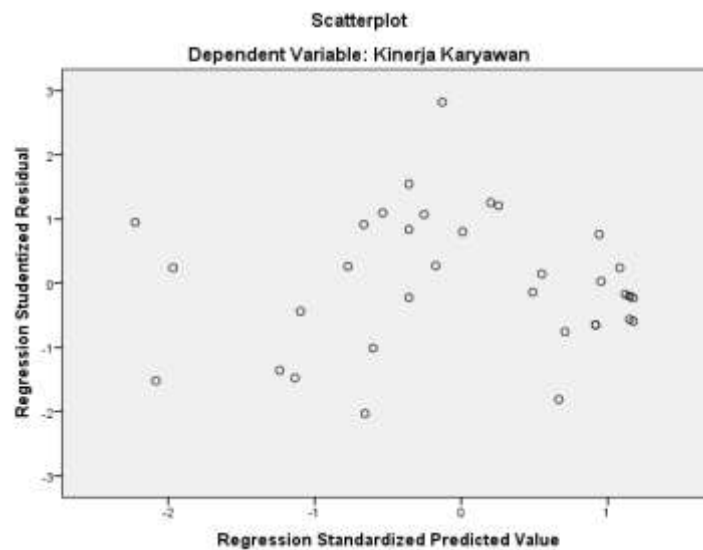
Source: Data processed by researchers, 2025

The decision-making method is that there is no multicollinearity if the Tolerance is greater than 0.10 and the VIF is less than 10. The calculation results in the table above show that the VIF values of all independent variables are well below 10, and the calculated tolerance value is greater than 0.10, indicating no correlation between the independent

variables. Thus, the regression model has no multicollinearity among the independent variables.

Heteroscedasticity Test

The heteroscedasticity test aims to determine whether the regression model exhibits unequal variances from the residuals of one observation to the fixed observation, which is called homoscedasticity. If the variances are different, it is called heteroscedasticity. A good regression model requires the absence of heteroscedasticity. One way to analyze the assumption of heteroscedasticity is by using the scatterplot test.



Source: Data processed by researchers, 2025

Figure 4. Heteroscedasticity Test

The basis for making decisions to detect heteroscedasticity is that if the data distribution is regular and forms a specific pattern, then it is concluded that heteroscedasticity occurs. However, if the pattern distribution is irregular and does not form a specific pattern, there is no heteroscedasticity problem. The output above shows that the pattern distribution is irregular and does not form a specific pattern, so it can be concluded that there is no heteroscedasticity problem in the processed data.

Regression Analysis

Regression is a statistical method used to determine the presence or absence of a relationship (causal or cause-and-effect relationship). It is presented in the form of a systematic model or equation. Regression can be used to predict or develop a model, expressed as a regression equation. Regression analysis determines how much one variable influences another or several other variables.

Table 7. Multiple Linear Regression Results
 The Influence of Work Environment and Work Discipline on Employee Performance

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
	1 (Constant)	7,572	3,256		
Work environment	,381	,111	,417	3,415	,002
Work Discipline	,340	,082	,509	4,173	,000

a. Dependent Variable: Employee Performance
 Source: Data processed by researchers, 2025

Based on the table above, the multiple linear regression equation model is obtained as follows:

$$Y = 7.572 + 0.381 X_1 + 0.340 X_2 + e$$

In the results above, the regression coefficient for each variable in team member performance is visible from the equation, namely:

- a. The constant (α) is = 7.572

Analysis :

If the work environment and work discipline variables are equal to 0 or are eliminated, team member performance will increase by 7.572. unit.

- b. The value of $b_1 = 0.381$

Analysis :

Work environment variables have a positive influence on improving team member performance. A 1 percent increase in work environment variables will result in a 38.1% increase in team member performance. Units assume the work discipline variable is constant.

- c. The value of $b_2 = 0.340$

Analysis :

The work discipline variable has a positive influence on improving team member performance. If there is a 1 percent increase in the work discipline variable, team member performance will increase. Employees will experience an increase of 34 units, assuming the work environment variables are constant.

Hypothesis Testing

Partial Parameter Significance Test (t-Statistic Test)

The t-test is used to test the variables that influence the independent variable on the dependent variable individually (alone), so the t-test is used. The $t_{table \text{ formula}} = \text{number of respondents minus two}$, or written with the formula: $t_{t\text{-table}} (df = nk-1, 35-2-1 = 32)$, the t_{table} value is 1.694. The results of the t-test for each variable are listed in the table below:

Table 8. t-Test Results
 The Influence of Work Environment and Work Discipline on Employee Performance

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
	1 (Constant)	7,572	3,256		
Work environment	,381	,111	,417	3,415	,002
Work Discipline	,340	,082	,509	4,173	,000

a. Dependent Variable: Employee Performance
 Source: Data processed by researchers, 2025

Based on the results of the regression analysis, the following was obtained:

1. Work Environment Variable (X_1)

Analysis :

Work environment variable has a calculated t value of 3.415 with a significance level of 0.002, because the calculated t value of 3.415 > $t_{table 1}$ 1.694 and the significance value (Sig.) 0.002 < 0.05 and is positive, it can be concluded that H_0 is rejected. H_a is accepted, which means that the work environment (X_1) has a partial positive and significant effect on the team member's performance (Y).

2. Work Discipline Variable (X_2)

Analysis :

The work discipline variable has a calculated t value of 4.173 with a significance level of 0.000, because the calculated t value 4.173 > $t_{table 1}$ 1.694 and the significance value (Sig.) 0.000 < 0.05 and is positive, it can be concluded that H_0 is rejected. H_a is accepted, which means that work discipline (X_2) partially has a positive and significant effect on the team member's performance (Y).

Simultaneous Significance Test (F Test)

Testing the influence of independent variables simultaneously on changes in the value of the dependent variable is done by testing the magnitude of changes in the value of the dependent variable that can be explained by changes in the value of all independent variables, for which an F test is needed. The F test or ANOVA is done by comparing the study's significance level with the probability value of the research results (Ghozali, 2018). To find the F_{table} ($F = nk - 1 = 35 - 2 - 1 = 32$) thus the $F_{table value}$ is 3.29

Table 9. F Test Results
 The Influence of Work Environment and Work Discipline on Employee Performance

ANOVA ^a						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	363,496	2	181,748	22,021	,000 ^b
	Residual	264,104	32	8,253		
	Total	627,600	34			

a. Dependent Variable: Employee Performance
 b. Predictors: (Constant), Work Discipline, Work Environment

Source: Data processed by researchers, 2023

The variables of human resource quality, work professionalism, and work commitment have a calculated F value of 22.021 with a significance level of 0.000, because the calculated F value of 22.021 > $F_{table 3, 29}$, and the significance value (Sig.) 0.000 < 0.05 and is positive, it can be concluded that H_0 is rejected. H_a is accepted, which means that the work environment and discipline variables simultaneously positively and significantly affect team member performance.

Coefficient of Determination (R Square)

R Square analysis, or the coefficient of determination, measures the model's ability to explain variations in the dependent variable. The coefficient of determination ranges between zero (0) and one (1). A small R^2 value indicates that the independent variables are very limited in explaining variations in the dependent variable. A value close to one indicates that the dependent variables provide almost all the information needed to predict variations in the dependent variable.

Table 10. Results of the Analysis of the R² Determination Coefficient (Adjusted R Square)
 The Influence of Work Environment and Work Discipline on Employee Performance

Model Summary ^a				
Model	R	R Square	Adjusted R Square	Standard Error of the Estimate
1	.761 ^a	.579	.553	2.87285
a. Predictors: (Constant), Work Discipline, Work Environment				
b. Dependent Variable: Employee Performance				

Source: Data processed by researchers, 2023

The results of the analysis of the coefficient of determination in multiple linear regression with an R² (Adjusted R Square) value of 0.553 mean that the influence of the independent variables of the work environment and work discipline variables on the team member performance variable is 55.3 %. In comparison, the remaining 44.7% is influenced by other factors not included in this regression model.

Discussion

The Influence of Work Environment on Employee Performance

The SPSS output shows that the regression coefficient (b) β_1 is 0.381. This figure means that for every additional 1 unit of work environment (X₁), team member performance (Y) will increase by 38.1 %. The calculated t value is 3.415 > t_{table 1} 1.694. Moreover, the significance value (Sig.) 0.002 < 0.05 and is positive; it can be concluded that H₀ is rejected and H_a is accepted, which means that the work environment (X₁) has a partial positive and significant effect on the performance of the team member (Y). **Thus, H1 is accepted.**

The Influence of Work Discipline on Employee Performance

The SPSS output results show that the regression coefficient (b) β_2 has a value of 0.340. This figure means the performance will increase for every additional 1 unit of the work discipline variable (X₂). Employees (Y) will increase by 34 %. The calculated t value 4.173 > t_{table 1.694}, and the significance value (Sig.) 0.000 < 0.05 and is positive; it can be concluded that H₀ is rejected and H_a is accepted, which means that work discipline (X₂) partially has a positive and significant effect on the performance of the team member (Y). **Thus, H2 is accepted.**

The Influence of Work Environment and Work Discipline on Employee Performance

In the SPSS output results, the calculated F value is 22.021 with a significance level of 0.000, because the calculated F value is 22.021 > F_{table 3.29} and the significance value (Sig.) is 0.000 < 0.05 and is positive, it can be concluded that H₀ is rejected. H_a accepted, which means that the work environment and discipline variables simultaneously positively and significantly affect team member performance. **Thus, H3 is accepted.**

CONCLUSION

Based on the research problem formulation, the data analysis, and the discussion presented in the previous chapter, the following conclusions can be drawn: the work environment variable has a partial positive and significant effect on team member performance at PT Satu Pilar Indonesia. This is evidenced by the regression coefficient value of 0.381 (positive), with a calculated t-value of 3.415 > t-table 1.694, and a significance value (Sig.) of 0.002 < 0.05, which is positive. Therefore, H₀ is rejected and H_a is accepted, indicating

that the work environment partially positively and significantly affects team member performance. The work discipline variable partially positively and significantly affects team member performance at PT Satu Pilar Indonesia. This is evidenced by the regression coefficient value of 0.340 (positive) with a calculated t value of 4.173 > t table 1.694 and a significance value (Sig.) of 0.000 < 0.05 and a positive sign. It can be concluded that H₀ is rejected and H_a is accepted, which means that work discipline has a partial positive and significant effect on team member performance. Moreover, the work environment and discipline variables simultaneously positively and significantly affect team member performance at PT Satu Pilar Indonesia. This is evidenced by the calculated F value of 22.021 with a significance level 0.000. Because the calculated F value of 22.021 > F table 3.29 and a significance value (Sig.) of 0.000 < 0.05 and a positive sign, it can be concluded that H₀ is rejected and H_a is accepted, which means that the work environment and work discipline variables simultaneously have a positive and significant effect on team member performance. The researcher can make the following suggestions based on this study. For future research, researchers should use other data collection methods, such as interviews, to ensure respondents provide answers that reflect their preferences. Future research should be conducted at multiple locations so that the results do not represent a single location. It is hoped that additional sample sizes will be added to obtain more valid data, and conclusions can be generalized. Future research should utilize various variables, including other variables that influence team member performance, to ensure more comprehensive and optimal research results.

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