



## The Influence of Work Environment and Work Discipline on Employee Work Performance at PT. Concretindo Citra Sarana in Tangerang

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### Abstract

The purpose of this study is to determine the influence of work environment and work discipline on employee work performance at PT. Concretindo Citra Sarana in Tangerang. The method used is quantitative. The sampling technique used saturated sampling, which was as many as 70 respondents. Data analysis used validity test, reliability test, classical assumption test, regression analysis, correlation coefficient, determination coefficient and hypothesis test. The results of this study are that the work environment has a significant effect on employee work performance with a determination coefficient of 47.0% and the hypothesis test was obtained  $t_{\text{calculated}} > t_{\text{table}}$  or  $(7.759 > 1.995)$ . Work discipline had a significant effect on employee work performance with a determination coefficient value of 46.3% and hypothesis test obtained  $t > t_{\text{table}}$  or  $(7,658 > 1,995)$ . The work environment and work discipline simultaneously had a significant effect on employee work performance with a regression equation of  $Y = 8.875 + 0.378X_1 + 0.417X_2$ . The value of the determination coefficient was 60.5% while the remaining 39.5% was influenced by other factors. The hypothesis test obtained the value of  $F_{\text{calculated}} > F_{\text{table}}$  or  $(51.389 > 2.740)$ .

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



## INTRODUCTION

Human resources are one of the most valuable assets of an organization, because with the human resources they have, they are expected to be able to answer all existing challenges, both from inside and outside the organization to achieve the expected organizational goals. Good quality human resources are needed who are able to support the company's management in achieving its vision and mission properly.

The rapid development of science and technology today has a great influence on business progress. To advance the business venture, proper management is needed. Various ways are taken by the company in order to survive and develop in its operations. Fierce competition causes companies to be required to be able to increase competitiveness in maintaining the survival of the company. For this reason, companies need to form a qualified workforce for the survival of the company. One of the anticipations is the development of more skilled and qualified human resources.

Thus, improving the performance of human resources (HR) is very important in an effort to improve services to the community, so it needs to be pursued continuously and continuously in facing the demands of the community, to determine this it is necessary to look for factors that affect the performance, therefore the functions in human resource management must be carried out optimally so that the needs related to individual goals, companies, organizations can be achieved. Therefore, along with the changing times, organizations continue to improve themselves to prepare for all consequences to face this era of globalization, one of which is by encouraging employees to be able to

achieve the company's expected goals. PT. Concretindo Citra Sarana is a construction company based in Tangerang that has become one of the few companies in the construction industry with a major specialization in infrastructure development and large-scale commercial projects. PT. Concretindo Citra Sarana serves construction services: BS001 Road Civil Buildings, SP010 Concrete Works, SP012 Stone Installation Works, SP015 Landscaping/Landscaping Works, SP016 Building Maintenance Works.

Employee work performance is one of the important components to measure the success achieved by a company. In its activities, the company must be able to improve employee performance from time to time. Good employee work performance is able to show an increased number of achievements and meet the quality of good work and performed optimally, have confidence in completing all tasks and work and have full responsibility for their duties and obligations.

The company has several employees who are placed in sections or divisions according to the needs of the area. Thus, the role of human resources is very important in a company, both private companies and government companies, considering that human resources are one of the factors that are directly involved in carrying out company activities and play an important role in improving employee work performance in achieving the goals that have been set.

In an effort to improve the quality of human resources, one of which is that companies can conduct training programs. By conducting training, employees can have knowledge, abilities, and skills according to the work they do. The company always needs competent personnel in their fields to increase profits and company

development, what is most felt by the company when periodically holding leadership and employee development programs is the realization of human resources who are able to work more efficiently, competitive in work.

The goals set by the company cannot be realized without the active role of employees even though the tools owned by the company are so sophisticated. Therefore, the success of a company does not only depend on the company's technology but also depends on the human resource indicators owned by the company. So that a company needs potential human resources, both leaders and employees can make a good contribution and carry out tasks optimally to achieve the company's goals. Because all company activities will involve the actions of human resources in it so that the expected achievements or goals can be achieved to the maximum, if the achievements are not maximized, this will obviously hinder the goals expected by the company. This is as often happens in the phenomenon of several periods where the targets set by the company have not been achieved properly or are not in accordance with what the company sets.

A company is very important to optimize the work performance of its employees, good employee work performance is very important considering that human resources are actors in making the company realize its goals. Thus, leaders should be able to encourage employees to make it happen, such as requiring their employees to have good work performance and be able to work under pressure. Work achievement can be assessed from the quality and quantity of work achievements achieved by an employee in carrying out his duties with the responsibilities given. The implementation of work achievements

is carried out by human resources who have the ability so that work achievements can be achieved properly.

Each company has ways and methods in measuring employee work performance as well as ways to improve the performance of its employees' work performance, considering that by assessing employee work performance, it can be known which indicators still need to be improved and which indicators need to be maintained.

In conducting assessments, companies use scales to assess the work performance of their employees. The assessment given starts from the percentage achievement value (%) starting from the achievement of < 50% to 100% which is then grouped into the sentence "Very good, good, adequate, lack, very lack". The results of the employee performance assessment of PT. Concretindo Citra Sarana for 2022-2024 presented in the table below:

**Table 1: Employee Performance Data of PT. Concretindo Citra Sarana in 2022-2024**

| Indicator         | Rated Indicators                                                 | Achievements per Year (%) |       |       |
|-------------------|------------------------------------------------------------------|---------------------------|-------|-------|
|                   |                                                                  | 2022                      | 2023  | 2024  |
| 1. Work knowledge | Employees have sufficient knowledge in carrying out their duties | 80,6%                     | 72,4% | 70,8% |
| 2. Results        | Employees are able to achieve the                                | 72,4%                     | 66,8% | 67,3% |

|                     |                                                                                                                                                        |           |           |           |
|---------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|-----------|-----------|
|                     | job target<br>s<br>given<br>by the<br>comp<br>any                                                                                                      |           |           |           |
| 3. Initiatives      | Empl<br>oyees<br>have<br>the<br>initiat<br>ive if<br>there<br>are<br>proble<br>ms<br>relate<br>d to<br>their<br>work                                   | 78,<br>3% | 68,5<br>% | 66,6<br>% |
| 4. Mental dexterity | Empl<br>oyees<br>are<br>able to<br>carry<br>out<br>tasks<br>in<br>accor<br>dance<br>with<br>the<br><i>job<br/>desk</i><br>set by<br>the<br>comp<br>any | 76,<br>8% | 70,2<br>% | 69,5<br>% |
| 5. Attitude         | Empl<br>oyees<br>have a<br>respo<br>nsible<br>attitu<br>de if<br>emplo<br>yees<br>experi                                                               | 77,<br>5% | 70,4<br>% | 68,<br>4% |

|                     |                                                                |           |            |            |
|---------------------|----------------------------------------------------------------|-----------|------------|------------|
|                     | ence<br>proble<br>ms<br>inside<br>or<br>outsid<br>e of<br>work |           |            |            |
| Average Achievement |                                                                | 77,<br>1% | 69,7<br>%  | 68,5<br>%  |
| Criteria            |                                                                | Go<br>od  | Eno<br>ugh | Eno<br>ugh |

Source: PT. Concrete Citra Sarana, 2025

Based on the data in the table above, employee work performance measured from several indicators, namely indicators of work knowledge, indicators of work results, indicators of initiative, indicators of mental dexterity, and indicators of attitude fluctuate every year.

The achievement of work performance in 2022 from the 100% target determined was only able to be achieved by 77.1% or at the level of good criteria, although good, but did not reach the target set by the company.

Furthermore, in 2023, work achievement has decreased from the previous year which was only achieved by 69.7% or the sufficient category. Then in 2024 the achievement has decreased from the previous year which was only able to be achieved by 68.5% which is only included in the sufficient category.

This condition shows that employee work performance still needs to be improved immediately so that work performance can improve. Work evaluation is an effort to find out the condition of employee work achievement so that it can be known whether there are progress and obstacles so that it can be assessed and studied for improvement in the future, on the other hand employee performance evaluation is also a

systematic analysis activity, providing solutions to problems found for the purpose of improving work performance.

The decline or non-achievement of work achievements that have been set by the company, there are several factors that are allegedly the cause, such as a poor work environment and employee work motivation that is still lacking enthusiasm in carrying out their duties and obligations.

One of the important roles that must be emphasized by a company in order to achieve its goals is to create a good work environment for its employees both physically and non-physically, such as the perception and employees about the work environment they get so that employees can give different assessments of all indicators of the work environment. If the perception shown by the employee is good, it will affect the employee's work performance because it can make the employees feel more comfortable and pleasant with the state of the good work environment, while if the perception shown by the employee is bad, the work performance of the employee will also be reduced. In the work environment there is a group where there are several supporting facilities to achieve the company's goals in accordance with the Company's vision and mission.

The work environment has a considerable contribution to improving work in an organization because having a good work environment will lead to several indicators including management, organizational structure, and job description. A satisfying physical environment, such as a place of worship, a room that is comfortable enough to work, security, and appropriate working hours. In addition, workspace design that pays attention to the amount of workspace, layout, and level of personal power provided,

affects work performance and employee satisfaction levels.

A good work environment will also have a good impact on improving work performance, but on the other hand, a bad work environment will also have a bad impact on improving work performance. The conditions that occurred at PT. Concretindo Citra Sarana shows several indicators that are not supportive, as the author did with a pre-survey activity of 30 employees where the assessment of employees is summarized in the following table:

**Table 2: Results of the Pre-Survey of the Work Environment of PT. Concretindo Citra Sarana**

| Indica<br>tor                     | Stat<br>eme<br>nt                                                                                                                        | Nu<br>m<br>be<br>r<br>of<br>Pr<br>e-<br>Su<br>rve<br>ys | Agree          |               | Disagr<br>ee   |                   |
|-----------------------------------|------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------|----------------|---------------|----------------|-------------------|
|                                   |                                                                                                                                          |                                                         | Pe<br>op<br>le | %             | Pe<br>op<br>le | %                 |
| 1. Wo<br>rk<br>fac<br>iliti<br>es | Emp<br>loye<br>es<br>get<br>adeq<br>uate<br>facili<br>ties<br>from<br>the<br>com<br>pany<br>in<br>smo<br>othi<br>ng<br>their<br>wor<br>k | 30                                                      | 17             | 56<br>,7<br>% | 13             | 4<br>3,<br>3<br>% |

| Indica<br>tor                                                  | Stat<br>eme<br>nt                                                                                                                                                                                           | Nu<br>m<br>be<br>r<br>of<br>Pr<br>e-<br>Su<br>rve<br>ys | Agree          |                   | Disagr<br>ee   |                   |
|----------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------|----------------|-------------------|----------------|-------------------|
|                                                                |                                                                                                                                                                                                             |                                                         | Pe<br>op<br>le | %                 | Pe<br>op<br>le | %                 |
| 2. De<br>scr<br>ipti<br>on                                     | The<br>light<br>ing<br>in<br>the<br>wor<br>kpla<br>ce is<br>brig<br>ht<br>eno<br>ugh                                                                                                                        | 30                                                      | 2<br>0         | 6<br>6,<br>7<br>% | 10             | 33<br>,3<br>%     |
| 3. Wo<br>rks<br>pac<br>e<br>air<br>te<br>mp<br>era<br>tur<br>e | The<br>emp<br>loye<br>e's<br>wor<br>kspa<br>ce is<br>alre<br>ady<br>insta<br>lled<br>with<br>air<br>cond<br>ition<br>ing<br>in<br>the<br>cond<br>ition<br>that<br>it<br>can<br>func<br>tion<br>prop<br>erly | 30                                                      | 21             | 70<br>,0<br>%     | 9              | 3<br>0,<br>0<br>% |

| Indica<br>tor                                                             | Stat<br>eme<br>nt                                                                                                                                                                                             | Nu<br>m<br>be<br>r<br>of<br>Pr<br>e-<br>Su<br>rve<br>ys | Agree          |                   | Disagr<br>ee   |                   |
|---------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------|----------------|-------------------|----------------|-------------------|
|                                                                           |                                                                                                                                                                                                               |                                                         | Pe<br>op<br>le | %                 | Pe<br>op<br>le | %                 |
| 4. Wo<br>rkpl<br>ace<br>at<br>mo<br>sp<br>her<br>e                        | Emp<br>loye<br>es<br>feel<br>that<br>the<br>atm<br>osph<br>ere<br>in<br>the<br>wor<br>kpla<br>ce is<br>quit<br>e<br>com<br>forta<br>ble<br>beca<br>use<br>good<br>coop<br>erati<br>on<br>has<br>been<br>built | 30                                                      | 18             | 6<br>0,<br>0<br>% | 12             | 4<br>0,<br>0<br>% |
| 5. Rel<br>ati<br>ons<br>hip<br>s<br>bet<br>we<br>en<br>coll<br>eag<br>ues | The<br>relat<br>ions<br>hip<br>betw<br>een<br>colle<br>ague<br>s has<br>been<br>quit                                                                                                                          | 30                                                      | 21             | 70<br>,0<br>%     | 9              | 3<br>0,<br>0<br>% |

| Indicator | Statement       | Number of Presurveys | Agree  |        | Disagree |        |
|-----------|-----------------|----------------------|--------|--------|----------|--------|
|           |                 |                      | People | %      | People   | %      |
|           | pleasant so far |                      |        |        |          |        |
| Average   |                 |                      | 19     | 64,7 % | 11       | 35,3 % |

Source: Presurvey, 2025 (processed)

Based on the data in the table above, employee responses based on the results of the pre-survey related to the conditions of the work environment show that almost all indicators still exist that give an assessment of disagreement or still need to be improved.

In the indicator of "work facilities", especially the provision of adequate facilities to employees such as tools to facilitate their work tasks, which provided assessments or agreeable answers were only 17 people or 56.7%. Meanwhile, 13 employees or 43.3% gave a disapproving response. In the "Lighting" indicator, especially every employee workspace, lighting, and work task area is bright enough that only 20 people or 66.7% give an assessment or agree. Meanwhile, 10 employees or 33.3% gave a disapproving response. Then on the indicator "Air temperature in the workspace", especially the Company installed air conditioning in each employee workspace which gave an assessment or agreeing answer to only 21 people or 70.0%. Meanwhile, 9

employees or 30.0% gave a disagreed response.

In the indicator "Workplace atmosphere", especially Employees feel that the atmosphere in the workplace is comfortable because Cooperation is able to be built well, which gives an assessment or agreeing answer to only 18 people or 60.0%. Meanwhile, 12 employees or 40.0% gave a disapproving response. Then in the indicator "Relationships between colleagues", especially relationships between colleagues so far have been quite pleasant, which gave assessments or answers in favor of only 21 people or 70.0%. Meanwhile, 9 employees or 30.0% gave a disagreed response. Of these indicators, on average, 21 employees answered good, or 70.0%, while those employees who gave responses were still not good, an average of 9 employees or reached 30.0%.

It is very clear that the work environment still needs to be improved in order to create an atmosphere for employees to like the work environment at work so that the employee will carry out work activities optimally. Among them is the formation of a good relationship between superiors and subordinates. Leaders, managers and employees need to understand that they have a role to play in creating situations full of effective emotional management in order to improve work performance.

The decrease or non-achievement of the work performance targets that have been set by PT. Concretindo Citra Sarana, there are several factors that the author suspects to be the cause, such as the phenomenon of employee discipline that is still many who are indisciplined, often late to work so that it interferes with the completion of work that is not on time.

Indisciplined actions will have an impact on the company's growth. An employee is usually able to obey the regulations that have been set by the company. Company regulations are made with the aim of being complied with by employees both by keeping working hours, obeying all rules in the company, obedience related to behavior in carrying out their duties and obligations, obedience in upholding legal norms and other rules.

Enforcing discipline is important for the company, because discipline contains regulations that employees must obey. With discipline, it is hoped that they can make the work as efficient as possible. Work discipline can be seen as something that has great benefits, both for the benefit of the organization and for employees. For organizations, the existence of work discipline will ensure the maintenance of order and smooth implementation of tasks, so that optimal results are obtained. Meanwhile, employees will get a pleasant work atmosphere so that it will increase their work spirit in carrying out their work. Employees must also have a high sense of responsibility showing our discipline in work, such as doing assigned tasks and completing them on time. A disciplined worker not only always accepts the task given, completing the task perfectly is also a form of responsibility for work.

It is also important for the company to socialize all the company's provisions and regulations so that they can be understood and supervised and controlled properly so that there are no obstacles that can slow down the achievement of the company's goals. Thus, employees can carry out their duties with full awareness and can develop their energy and thoughts as much as possible for the realization of organizational goals.

Below is data related to

discipline with reference to the condition of employee attendance in the form of disciplinary violations, whether it is late to enter the office, duties to leave the office and immediately go home or categorized as skipping work, and employees who do not go to work but do not notify their leaders collected during 2022-2024 are as follows:

**Table 3: Work Discipline Data in the form of Disciplinary Cases Based on the Condition of Employee Attendance of PT. Concretindo Citra Sarana in 2022-2024**

| Year    | Number of Employees | Number of Working Days | Number of Employee Disciplinary Cases |         |       | Quantity | Percentage (JML/JHK/JK) |
|---------|---------------------|------------------------|---------------------------------------|---------|-------|----------|-------------------------|
|         |                     |                        | Late                                  | Boiling | Alpha |          |                         |
| 2022    | 70                  | 310                    | 515                                   | 160     | 122   | 797      | 3,67 %                  |
| 2023    | 70                  | 310                    | 536                                   | 174     | 127   | 837      | 3,86 %                  |
| 2024    | 70                  | 310                    | 556                                   | 180     | 135   | 871      | 4,01 %                  |
| Average |                     |                        | 535                                   | 160     | 124   | 820      | 3,85 %                  |

Description:

JHK: Number of working days, TL = Late, BL : Truly, ALP = Alpha

Source: PT. Concretindo Citra Sarana, 2025.

Based on the data in the table

above, it shows that the number of attendance rates fluctuates with a tendency to increase almost every year. The condition of attendance in 2022 for employees who are late or alpha or do not come to work without providing information to their superiors reached 797 disciplinary cases or as much as 3.67%. Furthermore, the condition of attendance in 2023 has increased from the previous year which reached 837 disciplinary cases or as much as 3.86%. Furthermore, the condition of attendance in 2024 has again increased from the previous year which reached 871 disciplinary cases or as much as 4.01%. If made on average, the number of employees who commit violations or indiscipline per year reaches an average of 835 cases of indiscipline or 3.85%.

Leadership in an organization has a wide impact, including employee behavior in obeying company regulations. Therefore, the supervisory function is carried out continuously and the application of responsible work discipline so that work can be carried out effectively and efficiently.

## Method

This type of research is quantitative, according to Sugiyono (2020:8) argues that "quantitative research is a research method based on the philosophy of positivism, used to research on certain populations or samples, data collection using research instruments, quantitative or statistical data analysis, with the aim of testing predetermined hypotheses". This study is an empirical study that aims to examine the influence between work environment variables and work discipline on employee work performance at PT. Concretindo Citra Sarana in Tangerang. The population and sample in this study amounted to 70 respondents, data collection using primary data by distributing

questionnaires to respondents. The data analysis carried out includes: data instrument tests (validity and reliability), classical assumption tests (normality, multicollinearity, and heteroscedasticity), multiple linear regression tests, determination tests and hypothesis tests (t tests and F tests).

## RESULTS OF RESEARCH AND DISCUSSION

### Research Results

#### Validity Test

The validity test is used to determine whether the questionnaire is said to be valid or not. In this validity test, the researcher used SPSS version 26 with the following criteria:

- If the calculated value  $>$  the table, then the statement item is said to be valid.
- If the rcalculated value  $<$  rtable, then the statement item is said to be invalid.

The following are the results of the calculation of the validity test of each variable used by the researcher in this study, namely the variables of the work environment, work discipline and employee work performance with the following details:

#### Testing the Validity of Work Environment Variables (X<sub>1</sub>)

Based on the results of the validity test, the following results were obtained:

**Table 4: Testing the Validity of the Work Environment Statement Instrument (X<sub>1</sub>)**

| Statement No | r count | r Table | Remarks |
|--------------|---------|---------|---------|
| KX1-1        | 0,362   | 0,235   | Valid   |
| KX1-2        | 0,378   | 0,235   | Valid   |
| KX1-3        | 0,415   | 0,235   | Valid   |
| KX1-4        | 0,529   | 0,235   | Valid   |
| KX1-5        | 0,706   | 0,235   | Valid   |
| KX1-6        | 0,529   | 0,235   | Valid   |
| KX1-7        | 0,774   | 0,235   | Valid   |



| Statement No | r count | r Table | Remarks |
|--------------|---------|---------|---------|
| KX1-8        | 0,789   | 0,235   | Valid   |
| KX1-9        | 0,675   | 0,235   | Valid   |
| KX1-10       | 0,339   | 0,235   | Valid   |

Source: Data Processing, 2026.

Based on the table above, if  $r_{\text{counts}} > r_{\text{table}}$ , it is declared valid and vice versa, if  $r_{\text{counts}} < r_{\text{table}}$ , it is declared invalid. In this study, the number of samples (n) to be tested was 70 respondents with a bidirectional significance level of 0.050 with the provision  $df = n - 2$ , then  $df = 70 - 2 = 68$ , then the r table was obtained of 0.235. From the table above, the statement on the work environment variable can be said to be valid because all statements have a calculated r value of  $> 0.235$ .

### Testing the Validity of Work Discipline Variables (X<sub>2</sub>)

Based on the results of the validity test, the following results were obtained:

**Table 5: Testing the Validity of the Work Discipline Statement Instrument (X<sub>2</sub>)**

| Statement No | r count | r Table | Remarks |
|--------------|---------|---------|---------|
| KX2-1        | 0,269   | 0,235   | Valid   |
| KX2-2        | 0,436   | 0,235   | Valid   |
| KX2-3        | 0,575   | 0,235   | Valid   |
| KX2-4        | 0,528   | 0,235   | Valid   |
| KX2-5        | 0,498   | 0,235   | Valid   |
| KX2-6        | 0,525   | 0,235   | Valid   |
| KX2-7        | 0,573   | 0,235   | Valid   |
| KX2-8        | 0,580   | 0,235   | Valid   |
| KX2-9        | 0,531   | 0,235   | Valid   |
| KX2-10       | 0,354   | 0,235   | Valid   |

Source: Data Processing, 2026.

Based on the table above, it is known that all statements on the work discipline variable are declared valid, it is evidenced by the value of  $r_{\text{calculated}} > r_{\text{of the table}}$ ,  $(n - 2) = 70 - 2 = 68$  which is

0.235. Thus, the data is suitable to be forwarded as research data.

### Testing the Validity of Employee Work Performance Variables (Y)

Based on the results of the validity test, the following results were obtained:

**Table 6: Testing the Validity of Employee Work Performance Statement Instruments (Y)**

| Statement No | r count | r Table | Remarks |
|--------------|---------|---------|---------|
| KY-1         | 0,448   | 0,235   | Valid   |
| KY-2         | 0,400   | 0,235   | Valid   |
| KY-3         | 0,510   | 0,235   | Valid   |
| KY-4         | 0,415   | 0,235   | Valid   |
| KY-5         | 0,486   | 0,235   | Valid   |
| KY-6         | 0,421   | 0,235   | Valid   |
| KY-7         | 0,685   | 0,235   | Valid   |
| KY-8         | 0,574   | 0,235   | Valid   |
| KY-9         | 0,516   | 0,235   | Valid   |
| KY-10        | 0,563   | 0,235   | Valid   |

Source: Data Processing, 2026.

Based on the table above, it is known that all statements on the employee work performance variable are declared valid, as evidenced by the value of  $r_{\text{calculated}} > r_{\text{of the table}}$ ,  $(n - 2) = 70 - 2 = 68$  which is 0.235. Thus, the data is suitable to be forwarded as research data.

### Reliability Test

Reliability is an index that shows how reliable an instrument is. In this test, it was carried out by comparing the *Cronbach alpha value* obtained with the critical standard of 0.600 with the provision that it is said to be reliable if  $>$  from 0.600, and said to be unreliable if it is  $<$  from 0.600. The following is a table of instrument reliability results:

### Variable Reliability Test of Work Environment (X<sub>1</sub>)

Based on the results of the reliability test, the following results were obtained:

**Table 7: Variable Reliability Test of Working Environment (X<sub>1</sub>)**

| Reliability Statistics |            |
|------------------------|------------|
| Cronbach's Alpha       | N of Items |
| ,742                   | 10         |

Source: SPSS 26 data processing

From the table above, it can be seen that the work environment variable is said to be reliable, because the test obtained a *cronbach alpha* value greater than 0.600, which is  $0.742 > 0.600$ .

### Reliability Test of Work Discipline Variables (X<sub>2</sub>)

**Table 8: Reliability Test of Work Discipline Variables (X<sub>2</sub>)**

| Reliability Statistics |            |
|------------------------|------------|
| Cronbach's Alpha       | N of Items |
| ,626                   | 10         |

Source: SPSS 26 data processing

From the table above, it can be seen that the work discipline variable is said to be reliable, because the test obtained a *Cronbach alpha* value greater than 0.600, which is  $0.626 > 0.600$ .

### Reliability Test of Employee Work Performance Variables (Y)

**Table 9: Reliability Test of Employee Work Performance Variables (Y)**

| Reliability Statistics |            |
|------------------------|------------|
| Cronbach's Alpha       | N of Items |
| ,656                   | 10         |

Source: SPSS 26 data processing

From the table above, it can be seen that the employee work performance variable is said to be reliable, because the test obtained a *cronbach alpha* value greater than 0.600, which is  $0.656 > 0.600$ .

### Classic Assumption Test

This classical assumption test consists of a normality test, a heteroscedasticity test, and a multicollinearity test. The tool used to process the data is using the SPSS 26 program.

### Normality Test

The normality test is carried out to find out whether the data population is normally distributed or not, the normality test is carried out by 2 (two) methods, namely: 1) Kolmogorov-Smirnov with the provision that if the significance value is  $> 0.05$ , the data is declared normal. 2) A graph with the provision that the data distribution points are said to be normal if the data or scattered points are around the diagonal line and follow the direction of the diagonal line, on the other hand, the data is said to be not normally distributed if the data spreads far from the direction of the line or does not follow the diagonal line. The test results are as follows:

**Table 10: Normality Test Results**

### One-Sample Kolmogorov-Smirnov Test

|                          |                             | Unstandardized Residual |
|--------------------------|-----------------------------|-------------------------|
| N                        |                             | 70                      |
| Normal                   | Red                         | .0000000                |
| Parameters <sup>a</sup>  | Std. Deviation <sup>b</sup> | 2.23871814              |
| Most Extreme Differences | Absolute                    | .063                    |
|                          | Positive                    | .063                    |
|                          | Negative                    | -.054                   |
| Test Statistic           |                             | .063                    |
| Asymp. Sig. (2-tailed)   |                             | .200 <sup>c,d</sup>     |

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

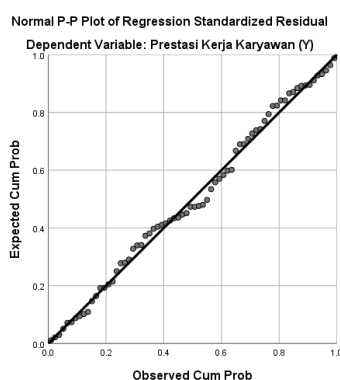
d. This is a lower bound of the true significance.

Source: Data Processing, 2026.

From the table above, a significant value (2-tailed) of 0.200 can be

obtained. Because the significance is more than 0.050 or ( $0.200 > 0.050$ ), it is concluded that the data is normally distributed.

Furthermore, the normality test is also carried out using a *Probability Plot* (P-P Plot) graph which in principle normality can be detected by looking at the pattern of data distribution (points) on the diagonal axis of the graph or by looking at the histogram and its residuals or in other words following the direction of the diagonal line. The test results are as follows:



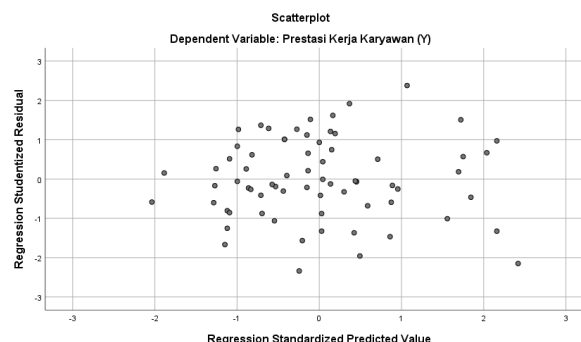
Source: Data Processing, 2026.

**Figure 1: P-Plot of Normality Test**

From the graph above, it can be seen that the points are spread around the line and follow the direction of the diagonal line, so it can be concluded that the residual data from the variables of the work environment ( $X_1$ ), work discipline ( $X_2$ ) and employee work performance (Y) that are studied are normally distributed data.

### Heteroscedasticity Test

The heteroscedasticity test is to find out whether or not there is variance from the residual variance for all observations in the regression model. In this study, the heteroscedasticity test can be seen in the *scatterplot* graph as follows:



Source: Data Processing, 2026.

**Figure 2: Scatter Plot Graph of Heteroscedasticity Test Results**

In the *scatter plot* image, it can be seen that the dots are scattered randomly and irregularly, so it can be concluded that there is no heteroscedasticity in this regression model.

### Hypothesis Test

#### T test (Partial test)

To find out the influence between the work environment ( $X_1$ ) and work discipline ( $X_2$ ) on employee work performance (Y), it can be done with a t test (partial test). The provisions are as follows:

- 1) If the  $t_{count} > t_{table}$  means that  $H_0$  is rejected and  $H_a$  is accepted (there is an influence).
- 2) If the  $t_{count} < t_{table}$  means that  $H_0$  is accepted and  $H_a$  is rejected (no effect)

### Partial Hypothesis Test for Work Environment Variables ( $X_1$ )

The hypotheses that will be tested in this section are:

- $H_{01}$ : There is no significant influence between the work environment on the work performance of employees at PT. Concretindo Citra Sarana in Tangerang.
- $H_{a1}$ : There is a significant influence between the work environment on employee performance at PT. Concretindo Citra Sarana in Tangerang.

The results of data processing using the SPSS Version 26 program, with the following results:

**Table 11: Partial Hypothesis Test Results Between Work Environment (X1) and Employee Work Performance (Y) Coefficient**

| Models                | B      | Unstandar<br>dized<br>Coefficients | Standard<br>dized<br>Coefficients | t     | Sig. |
|-----------------------|--------|------------------------------------|-----------------------------------|-------|------|
|                       |        | Std. Error                         | Beta                              |       |      |
| 1 (Constant)          | 16.944 | 2.719                              |                                   | 6.232 | .000 |
| Work Environment (X1) | .578   | .075                               | .685                              | 7.759 | .000 |

a. Dependent Variable: Employee Work Performance (Y)

Source: Data Processing, 2026.

Based on the test results in the table above, the value of  $t_{\text{calculated}} > t_{\text{of the table}}$  or  $(7.759 > 1.995)$ , this is also strengthened by a significance value of  $< 0.05$  or  $(0.000 < 0.05)$ . Thus,  $H_{01}$  was rejected and  $H_{a1}$  was accepted, this shows that there is a significant influence between the work environment on employee work performance at PT. Concretindo Citra Sarana in Tangerang.

### Partial Hypothesis Test for Work Discipline Variables (X2)

The hypotheses that will be tested in this section are:

$H_{02}$ : There is no significant influence between work discipline on employee work performance at PT. Concretindo Citra Sarana in Tangerang.

$H_{a2}$ : There is a significant influence between work discipline on employee work performance at

PT. Concretindo Citra Sarana in Tangerang.

The results of data processing using the SPSS Version 26 program, with the following results:

**Table 12: Results of Partial Hypothesis Test Between Work Discipline (X2) and Employee Work Performance (Y) Coefficient**

| Models               | B      | Unstandar<br>dized<br>Coefficients | Standard<br>dized<br>Coefficients | t     | Sig. |
|----------------------|--------|------------------------------------|-----------------------------------|-------|------|
|                      |        | Std. Error                         | Beta                              |       |      |
| 1 (Constant)         | 14.112 | 3.122                              |                                   | 4.520 | .000 |
| Work Discipline (X2) | .648   | .085                               | .680                              | 7.658 | .000 |

a. Dependent Variable: Employee Work Performance (Y)

Source: Data Processing, 2026.

Based on the test results in the table above, the value of  $t_{\text{calculated}} > t_{\text{of the table}}$  or  $(7.658 > 1.995)$ , this is also strengthened by a significance value of  $< 0.05$  or  $(0.000 < 0.05)$ . Thus,  $H_{02}$  was rejected and  $H_{a2}$  was accepted, this shows that there is a significant influence between work discipline on employee work performance at PT. Concretindo Citra Sarana in Tangerang.

### Simultaneous Test (F Test)

Statistical F testing is a joint test of all independent variables (work environment and work discipline) against their dependent variables (employee work performance). The statistical calculation of F from ANOVA is carried out by comparing the crisis values obtained from the F distribution table at a certain significant level. The

hypothesis formulation made is as follows:

Ho3: There is no significant influence between the work environment and work discipline simultaneously on employee work performance at PT. Concretindo Citra Sarana in Tangerang.

Ha3: There is a significant influence between the work environment and work discipline simultaneously on employee work performance at PT. Concretindo Citra Sarana in Tangerang.

As a comparison to see the significant effect, a significant level of 5% (0.05) is used and compares the  $F_{\text{calculation}}$  with the  $F_{\text{table}}$  with the following criteria:

- 1) If  $F_{\text{calcul}} < F_{\text{table}}$  means  $H_0$  is accepted and  $H_a$  is rejected
- 2) If  $F_{\text{calcul}} > F_{\text{table}}$  means  $H_0$  is rejected and  $H_a$  is accepted

The formula for finding the F value of the table is:

$$(df = k-1) = df_1 = 3-1 = 2 \text{ and } (df_2 = n - k) = 70 - 3 = 67$$

So with a significance of 5% or 0.05,  $F_{\text{table}}$  of 67 = 2.740 from the statistical table is obtained. Here are the results of the ANOVA test or the F test:

**Table 13: Results of simultaneous tests (test f) between work environment (x1) and work discipline (x2) on employee work performance (y)**

| NEW ERA      |                |    |             |        |      |
|--------------|----------------|----|-------------|--------|------|
| Models       | Sum of Squares | df | Mean Square | F      | Sig. |
| 1 Regression | 530.482        | 2  | 265.241     | 51.389 | .000 |
| Residual     | 345.818        | 67 | 5.161       |        |      |
| Total        | 876.300        | 69 |             |        |      |

a. Dependent Variable: Employee Work Performance (Y)

b. Predictors: (Constant), Work Discipline (X2), Work Environment (X1)

Source: Data Processing, 2026.

Based on the test results in the ANOVA table above, the value of  $F_{\text{was}}$  obtained >  $F_{\text{of the table}}$  or ( $51.389 > 2.740$ ) and strengthened with a significance of  $< 0.05$  or ( $0.000 < 0.05$ ). So it can be concluded that the work environment and work discipline together have a significant effect on the work performance of employees at PT. Concretindo Citra Sarana in Tangerang.

### Discussion

After the findings in this case are known, it is then analyzed how well the data presents the results of the research raised, especially the ability to explain how good the work environment and work discipline are to the employee's work performance. Furthermore, the results of this study will be discussed as follows:

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

Based on the results of the analysis, the variables of work environment research have a significant effect on employee work performance as evidenced by the results of the t-test calculation = 7.759 while  $t_{\text{table}} = 1.995$  ( $t_{\text{cal}} > t_{\text{table}}$ ) with a significant level of  $0.000 < 0.05$ , then  $H_{01}$  is rejected and  $H_{a1}$  is accepted. Edian Fahmy, Theobaldus Boro Tura, Sri Sukpti (2021) The Influence of Work Motivation and Work Environment on Employee Work Performance at PT. Screenplay Productions in Central Jakarta. In his study, it was concluded that work motivation and work environment had a significant effect on employee work performance with a regression equation of  $Y = 9.403 + 0.403X_1 + 0.368X_2$  and

an influence contribution of 51.8%, hypothesis test obtained  $F_{\text{calculated}} > F_{\text{table}}$  ( $56.861 > 1.690$ ).

### **The Effect of Work Discipline (X<sub>2</sub>) on Employee Work Performance (Y)**

Based on the results of the analysis, the work discipline variable has a significant effect on employee work performance as evidenced by the results of the  $t_{\text{cal}}$  test = 7.658 while  $t_{\text{table}} = 1.995$  ( $t_{\text{cal}} > t_{\text{table}}$ ) with a significant level of  $0.000 < 0.05$ ,  $H_{02}$  is rejected and  $H_{a2}$  is accepted. Rahmad Hidayat, Feb Amni Hayati, Derizka Inva Jaswita (2021) The Effect of Compensation and Discipline on Employee Work Performance at the Symbika Cooperative Depok, West Java. In his study, it was concluded that compensation and discipline simultaneously had a significant effect on employee work performance with a regression equation  $Y = 8.245 + 0.391X_1 + 0.408X_2$  with an influence contribution of 63.4% and hypothesis test obtained  $F_{\text{hitng}} > F_{\text{table}}$  ( $42.418 > 2.790$ ).

### **The Simultaneous Influence of Work Environment (X<sub>1</sub>) and Work Discipline (X<sub>2</sub>) on Employee Work Performance (Y)**

Based on the results of the Anova test, the value of  $F_{\text{cal}} > F_{\text{table}}$  or ( $51.389 > 2.740$ ) was obtained and also strengthened with a significant value of  $< 0.05$  or ( $0.000 < 0.05$ ), then  $H_{03}$  was rejected and  $H_{a3}$  was accepted. So it can be concluded that the work environment and work discipline together have a significant effect on the work performance of employees at PT. Concretindo Citra Sarana in Tangerang. The results of this research conducted by the author support the results of research that has been conducted by Rizqi Akbar Pihapean

(2024) The Influence of Work Environment and Work Discipline on Employee Work Performance at PT Yuliana Printindo Tangerang. In his research, it was concluded that the work environment and work discipline simultaneously affect employee work performance with an influence contribution of 84.1% and a hypothesis test obtained by sig.  $0.000 < 0.05$ .

### **Conclusion**

Based on the results of the description in each previous chapter, and from the results of the analysis and discussion of the influence of the work environment (X<sub>1</sub>) and work discipline (X<sub>2</sub>) on employee work performance (Y), the following are as follows:

1. Partially, the work environment has a significant effect on employee work performance, this is evidenced by the results of the hypothesis test obtained by  $t_{\text{count}}$  of  $> t_{\text{table}}$  ( $7.759 > 1.995$ ) and also strengthened by a significance of  $0.000 < 0.05$ . So  $H_{a1}$  was accepted. Thus, it can be concluded that the variables of the work environment have a significant effect on the work performance of employees at PT. Concretindo Citra Sarana in Tangerang.
2. Partially, work discipline has a significant effect on employee work performance, this is evidenced by the results of the hypothesis test obtained by  $t_{\text{count}}$  of  $> t_{\text{table}}$  ( $7.658 > 1.995$ ) and also strengthened with a significance of  $0.000 < 0.05$ . So  $H_{a2}$  was accepted. Thus, it can be concluded that the variable of work discipline has a significant effect on the work performance of employees at PT. Concretindo Citra Sarana in Tangerang.
3. The work environment and work discipline simultaneously have a significant effect on employee work performance, this is evidenced by the

results of the hypothesis test obtained by  $F_{\text{count}} > F_{\text{table}}$  or  $(51.389 > 2.740)$  and also strengthened by a significance of  $0.000 < 0.05$ . Hence  $H_{a3}$  is accepted. Thus, it can be concluded that the variables of work environment and work discipline simultaneously have a significant effect on employee work performance at PT. Concretindo Citra Sarana in Tangerang.

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