

The Impact of Work Discipline and the Physical Work Environment on Employee Performance at PT Amala Citra Prayasa in South Tangerang

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Abstract

The purpose of this study was to determine the effect of work discipline and physical work environment on employee performance at PT Amala Citra Prayasa, South Tangerang City. The method used was quantitative. The sampling technique used saturated sampling where all members of the population were used as samples, thus the sample in this study amounted to 50 respondents. Data analysis used validity tests, reliability tests, classical assumption tests, regression analysis, correlation coefficients, determination coefficients and hypothesis tests. The population in this study were employees of PT Amala Citra Prayasa, South Tangerang City and the number of saturated samples amounted to 50 respondents. Data collection methods were through questionnaires with a Likert scale, observation, and literature studies. The results of this study were work discipline had a significant positive effect on employee performance with a determination coefficient value of 19.9% and the hypothesis test obtained $t_{count} > t_{table}$ or $(3.457 > 2.011)$. The physical work environment has a significant positive effect on employee performance with a coefficient of determination of 31.0%, and the hypothesis test obtained $t_{count} > t_{table}$ or $(4.646 > 2.011)$. Work discipline and the physical work environment simultaneously have a significant positive effect on employee performance with a regression equation of $Y = 13.307 + 0.211X_1 + 0.1528X_2$, the coefficient of determination is 34.4%, while the remaining 65.6% is influenced by other factors. The hypothesis test obtained $F_{count} > F_{table}$ or $(12.332 > 3.20)$.

Keywords: Work Discipline; Physical Work Environment; Employee Performance

INTRODUCTION

Indonesia has now entered the digital age, characterized by the rapid spread of information systems. This is marked by the use of digital technology in daily life, both at work and in communication. Such technologies include smartphones, computers, the internet, social media, and various other digital applications. This digital age has impacted nearly every aspect of the workplace, and human resources currently play a key role in driving these developments.

Human resources are a crucial component within an organization or

company. As the driving force behind achieving organizational or company objectives, human resources play a pivotal role. Therefore, organizations or companies must effectively manage their human resources to enhance the company's overall performance. Performance plays a crucial role in employee evaluation to maintain and improve the productivity of all employees within the company. This is because performance represents the quality and quantity of work achieved by an employee in carrying out their duties. Below is the performance data for PT Amala Citra Prayasa in South Tangerang City.

Table 1: Employee Performance Evaluation Data for PT Amala Citra Prayasa, 2020–2024

Year Score	2020	2021	2022	2023	2024	Average	Criteria
Work Quality	50%	55%	60%	65%	70%	60%	Fair
Work Quantity	75%	77%	81%	87%	85%	81%	Very Good
Accountability	73%	77%	82%	87%	85%	80,8%	Good
Teamwork	62%	66%	70%	75%	80%	70,6%	Good
Initiative	57%	63%	70%	75%	78%	68,6%	Good

Source: Personnel Data, PT Amala Citra Prayasa, South Jakarta, 2024.

Based on the table above, the overall performance evaluation of PT Amala Citra Prayasa employees in South Tangerang City is categorized as Good (72.2%), but there are

issues regarding the assessment of employee work quality. This is due to a lack of employee discipline in implementing or adhering to the company's established regulations. The impact

of this employee performance will affect work discipline, which must be upheld and followed by all employees of PT Amala Citra Prayasa in South Tangerang City in accordance with existing regulations. Work discipline, according to Hasibuan (2020:193), is “an individual’s awareness and willingness to comply with all applicable company regulations and social norms.” Thus, it can be

concluded that work discipline is an attitude of compliance or adherence to company rules aimed at enhancing employees’ confidence in achieving the company’s objectives. The following are the results of the preliminary survey on Work Discipline conducted among 30 employees at PT Amala Citra Prayasa in South Jakarta:

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Table 2: Results of the 2025 Pre-Survey on Employee Work Discipline at PT Amala Citra Prayasa in South Tangerang City

No	Indicator	Statement	Number of Respondents	Yes	%	No	%
1	Attendance	I always arrive at work before the time specified by the company	30	12	40%	18	60%
2	Compliance with work regulations	I follow the company’s guidelines as a guide in performing my work	30	20	66,67%	10	33,33%
3	Compliance with work standards	I take responsibility for the tasks assigned to me	30	25	83,33%	5	16,67%
4	High level of vigilance	I always approach my work with care and attention to detail	30	23	76,67%	7	23,33%
5	Ethical work	I always maintain a polite and respectful attitude toward all employees	30	26	86,67%	4	13,33%

Source: Results of the Preliminary Survey on Work Discipline at PT Amala Citra Prayasa, 2025

Based on the table above, the results of the pre-survey on work discipline at PT Amala Citra Prayasa were categorized as “Agree” overall at 70.67%, but there was an issue regarding employee attendance at 29.33%. This is because some employees still fail to arrive at the time specified by the company; in other words, many employees are still arriving late. Consequently, this leads to a lack of employee discipline in the workplace. In addition to work discipline, one of the factors influencing employee performance is the physical work environment. The physical work environment encompasses everything

surrounding the employee that can influence their ability to perform assigned tasks, such as adequate room lighting, complete work tools, and a good, safe, and comfortable work environment. These factors help employees feel greater job satisfaction and can lead to continuously improving performance. According to Sedarmayanti (2018:26), “The physical work environment consists of all physical conditions present in the workplace that can influence employees, either directly or indirectly.” The following data pertains to the physical work environment at PT Amala Citra Prayasa in South Tangerang City::

Table 3: Physical Work Environment Assessment Data at PT Amala Citra Prayasa, South Tangerang City, in 2024

No	Indicator	Total	Realized	Unrealized	Description
1	Lights	41	31	10	Good
2	Wall Paint	Sunny	Sunny	None	Good
3	Air Conditioning	12	10	2	Good
4	Windows	20	20	None	Good
5	Uniforms	52	22	30	Fair

Source: Physical Work Environment Data from PT Amala Citra Prayasa

Based on the table above, the data on the physical work environment at PT Amala Citra Prayasa in South Tangerang City is generally categorized as “Good,” but there are issues regarding work facilities. This is because certain work equipment has not yet been provided, such as 30 work uniforms that are still unavailable, causing employees to feel uncomfortable while performing their duties and making them feel they are not treated like regular employees. Therefore, these obstacles can affect employee performance, which is certainly a concern for the company to address in the future so that factors affecting employee performance can be properly resolved. Given the above findings, the author seeks to determine whether work discipline and the physical work environment influence employee performance at PT Amala Citra Prayasa in South Tangerang City..

METHOD

This is a quantitative study. According to

Sugiyono (2020:8), “quantitative research is a research method based on the philosophy of positivism, used to study a specific population or sample; data collection employs research instruments; data analysis is quantitative or statistical; and the objective is to test established hypotheses.” This study is an empirical study aimed at testing the influence of work discipline and the physical work environment on employee performance at PT Amala Citra Prayasa in South Tangerang City. The population and sample in this study consisted of 50 respondents; data collection utilized primary data through the distribution of questionnaires to the respondents. The data analysis conducted includes: data instrument testing (validity and reliability), classical assumption tests (normality, multicollinearity, and heteroscedasticity), multiple linear regression analysis, coefficient of determination, and hypothesis testing (t-test and F-test).

RESULT AND DISCUSSION

Table 11: Results of the Partial Hypothesis Test Between Work Discipline (X₁) and Employee Performance (Y)
Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients		t	Sig.
		B	Std. Error	Beta			
1	(Constant)	21.943	5.059			4.337	.000
	WORK DISCIPLINE	.436	.126	.446		3.457	.001

a. Dependent Variable: EMPLOYEE PERFORMANCE

Source: Data Processing, 2025.

Based on the test results in the table above, the calculated t-value is greater than the critical t-value ($3.457 > 2.011$), a finding further supported by a p-value of less than 0.05 ($0.001 < 0.05$). Therefore, H₀₁ is rejected

and H₁ is accepted, indicating that there is a significant positive effect of work discipline on employee performance at PT Amala Citra Prayasa in South Tangerang City.

Partial Hypothesis Test for the Physical Work Environment Variable (X₂)
Table 12: Results of the Partial Hypothesis Test Between the Physical Work Environment (X₂) and Employee Performance (Y)
Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients		t	Sig.
		B	Std. Error	Beta			
1	(Constant)	17.236	4.789			3.599	.001
	PHYSICAL WORK ENVIRONMENT	.573	.123	.557		4.646	.000

a. Dependent Variable: EMPLOYEE PERFORMANCE

Source: Data Processing, 2025.

Based on the test results in the table above, the calculated t-value is greater than the critical t-value ($4.646 > 2.011$), a finding

further supported by a significance level of less than 0.05 ($0.000 < 0.05$). Therefore, H₀₂ is rejected and H_{a2} is accepted, indicating that

there is a significant positive effect of the physical work environment on employee performance at PT Amala Citra Prayasa in South Tangerang City.

Simultaneous Test (F-Test) The F-statistic test examines the combined effect of

all independent variables (work discipline and physical work environment) on the dependent variable (employee performance). The F-statistic calculation in ANOVA is performed by comparing the critical value obtained from the F-distribution table at a specific significance level.

Table 13: Results of the Simultaneous Test (F-Test) Between Work Discipline (X₁) and the Physical Work Environment (X₂) on Employee Performance (Y)

ANOVA ^a						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	694.612	2	347.306	12.335	.000 ^b
	Residual	1323.388	47	28.157		
	Total	2018.000	49			

a. Dependent Variable: EMPLOYEE PERFORMANCE

b. Predictors: (Constant), PHYSICAL WORK ENVIRONMENT, WORK DISCIPLINE

Source: Data Processing, 2025.

Based on the results of the ANOVA table above, the calculated F-value is greater than the critical F-value ($12.332 > 3.20$), and this is supported by a p-value of less than 0.05 ($0.000 < 0.05$). Therefore, it can be concluded that work discipline and the physical work environment together have a significant positive effect on employee performance at PT Amala Citra Prayasa in South Tangerang City.

Discussion

The Effect of Work Discipline (X₁) on Employee Performance (Y)

Work discipline has a positive relationship with employee performance, where good work discipline is directly correlated with improved employee performance and work achievements. Work discipline helps employees adhere to regulations, focus on tasks, and take responsibility, enabling them to achieve maximum performance and contribute to the optimization of organizational goals.

Based on the analysis results, the work discipline research variable has a significant positive effect on employee performance, as evidenced by the $t_{\text{calculated}} = 3.457$ while $t_{\text{table}} = 2.011$ ($t_{\text{calculated}} > t_{\text{table}}$) with a significance level of $0.000 < 0.05$; therefore, H₀ is rejected and H₁ is accepted.

This study aligns with research conducted by Syifa Fauziyah and Reni Hindriari (2023) titled "The Influence of Work Discipline and Work Environment on Employee Performance at PT Lucky Indah Keramik in Tangerang City." The study concluded that work discipline has a positive and significant simultaneous effect on employee performance.

The Effect of the Physical Work

Environment (X₂) on Employee Performance (Y)

A good, comfortable, safe, and conducive physical work environment can significantly improve employee performance by boosting morale, productivity, and engagement, as well as reducing stress. The quality of factors such as lighting, temperature, noise, cleanliness, and space for movement greatly influences employees' ability to work optimally and achieve company goals. Conversely, a poor physical work environment can cause stress, lower work quality, and hinder the achievement of company targets.

Based on the analysis results, the physical work environment variable has a significant positive effect on employee performance, as evidenced by the calculated test result of 4.646, while t_{table} is 2.011 ($t_{\text{calculated}} > t_{\text{table}}$) at a significance level of $0.000 < 0.05$; therefore, H₀₂ is rejected and H_{a2} is accepted.

This study aligns with research conducted by Melisa Andriani and Reni Hindriari (2024), which concluded that the physical work environment has a significant positive effect on employee performance.

The Effect of Work Discipline (X₁) and the Physical Work Environment (X₂) Simultaneously on Employee Performance (Y)

Work discipline and the physical work environment have a positive and significant relationship with employee performance; good work discipline creates an orderly and efficient environment, while a comfortable and safe work environment enhances employee comfort and productivity, both contributing to the achievement of optimal performance.

Based on the ANOVA test results, the calculated F-value (F_{hitung}) is greater than the critical F-value (F_{tabel}) ($12.332 > 3.20$), and

this is further supported by a p-value of less than 0.05 ($0.000 < 0.05$). Therefore, H_{03} is rejected and H_{a3} is accepted. Thus, it can be concluded that work discipline and the physical work environment together have a significant positive effect on employee performance at PT Amala Citra Prayasa in South Tangerang City.

This study aligns with the research conducted by Fatihah Nurul Ilmi and Achmad Ludvy (2024) titled "The Influence of Work Discipline and Physical Work Environment on Employee Performance at the South Tangerang City Environmental Agency." The study found that there is a positive influence between work discipline and the physical work environment simultaneously on the performance of employees at the South Tangerang City Environmental Agency..

CONCLUSION

Based on the findings presented in each of the preceding chapters, and on the results of the analysis and discussion regarding the effects of work discipline (X_1) and the physical work environment (X_2) on employee performance (Y), the conclusions are as follows:

1. Work discipline has a significant positive effect on employee performance; this is evidenced by the hypothesis test results showing $t_{calculated} > t_{table}$ ($3.457 > 2.011$) and is further supported by a significance level of $0.001 < 0.05$. Therefore, H_1 is accepted. Thus, it can be concluded that the work discipline variable has a significant positive effect on employee performance at PT Amala Citra Prayasa in South Tangerang City.
2. Partially, the physical work environment has a significant positive effect on employee performance. This is evidenced by the results of the hypothesis test, where $t_{calculated} > t_{table}$ ($4.646 > 2.011$) and is further supported by a significance level of $0.000 < 0.05$. Therefore, H_2 is accepted. Thus, it can be concluded that the physical work environment variable has a significant positive effect on employee performance at PT Amala Citra Prayasa in South Tangerang City. Work discipline and the physical work environment simultaneously have a significant positive effect on employee performance, as evidenced by the results of the hypothesis test showing $F_{calculated} > F_{table}$ or ($12.332 > 3.20$) and further supported by a significance level of $0.000 < 0.05$. Therefore, H_3 is accepted. Thus, it can be concluded that the variables of work discipline and the physical work

environment simultaneously have a significant positive effect on employee performance at PT Amala Citra Prayasa in South Tangerang City..

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