

The Effect of Job Discipline and Work Environment on the Performance of Employees in Bandung Indonesia

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Abstract

Today's grounding world is growing stronger, and many business leaders fight healthy to win each other's current business, so it is suggested that each individual should be able to maintain his or her business to survive in the business world, as well as enterprise. Inside a company, there are a number of employees who are responsible for keeping the business run by the company. In order for companies to last a considerable amount of time, it is expected to require companies to have qualified employees and human management as well as to play an essential role in their lifetime. The study USES a quantitative approach method, it analyzes the effect work discipline and work environment have on employees' performance. The methods used to collect data in this study use the questionnaire's method. With a remarkably impressive sampling of all 129 employees. As for the measurement used to measure a respondent's answer is to use the Likert scale. How to present the respondents with a statement list as a tool for collecting data or information from the respondents? Each statement is available with choice and is given a score as a weight of the answer asked. As the result of this study shows, work discipline has a positive and significant impact on employees' performance and the work environment has a positive and significant impact on employees' performance in Bandung, Indonesia.

Keywords: *Work discipline, Work environment, Employee performance.*

INTRODUCTION

Today's grounding world is growing stronger, and many business leaders fight healthy to win each other's current business, so it is suggested that each individual should be able to maintain his or her business to survive in the business world, as well as enterprise. Inside a company, there are a number of employees who are responsible for keeping the business run by the company. In order for companies to last a considerable amount of time, it is expected to require companies to have qualified employees and human management as well as to play an essential role in their lifetime. This statement was supported by Hillebrandt et al. (2017) that the human resource management would have an influence so large as to achieve the final goal of their working corporations, that companies could perform regular evaluations once a month to see if employees worked according to worker procedures and certainly did not harm the company. In effective human resource applications, a company must make strict enough rules for employees so that the character of each employee can be seen from the way they follow the rules. This approach can be done to improve employee performance in order to achieve goals consistent with the company's vision and mission.

This statement is supported by Ginting (2018) which states that performance is a technique we work on something to do and earn a wage from achieving that work. Performance is the

work that one member of the group and company has attained according to the rules and imperceptions given to reach the goal. The success of companies can be seen from performance results and in improved performance results from a variety of factors, among which one of the most important factors is human resource management (SDM). With reliable human resources, the operation of the company will run smoothly and produce good performance, since the role of human resources here is critical in the company's achieving goals. It takes job discipline to achieve a company's goals. Efforts to improve employee performance are certainly not independent of the discipline of the workers. A company is required to have the knowledge and discipline to increase performance productivity of an employee, job discipline is an important use of human resource management and is closely related to resource management for a company. This statement is supported by Poem (2019) stating that work discipline is the behavior of a person who follows rules, procedures, conduct, attitudes, and actions that conform to the organizational rules both written and unwritten. If any employee is undisciplined, the kind of work that should be done today could be delayed by the employee's negligence and would reduce the amount of production that should be produced on that day, each company must have good discipline rules in order to achieve its own smooth work and achieve good and satisfying results so that high performance would be profitable for the company. Another factor that can affect employee performance is the work environment. A good working environment can provide comfort and cause to work responsibly. The work environment has a direct influence on employees when it comes to resolving responsibilities to the company. The work environment also includes the circumstances surrounding the workplace both physical and non-physical. This statement is supported by Feel et al. (2018) saying that the work environment has a significant impact on employees' performance, the work environment can affect employees' performance and is one of the factors in the increased performance of employees by this researchers' purpose to act to make the study that is the cause of their performance such as job discipline and the work environment goes through the questionnaire to know their perceptions about such things. With the problem that has been presented, so researchers are formulating to revisit the impact of job discipline and work environment on employee performance in Bandung, Indonesia.

LITERATURE REVIEW

The study uses a quantitative approach. Quantitative implication is the approach in research to using data with numbers (Sugiyono. 2013), which is further structured as the inductive study of locating and collecting data in the field in order to know the factors, the elements of form, and the nature of phenomena in society (Ferdinand, 2006). This study analyzes the effects of compensation, job discipline and work environment on employee performance. The methods used to collect data in this study use the questionnaire's method. By professionally taking samples. As for the measurement used to measure a respondent's answer is to use the Likert scale (Sugiyono, 2014; Supardi, 2013). The analysis used in the study is multiple linear regression analysis with the help of SPSS (software).

Job Discipline

According to Hasibuan (2016), discipline is the most important function of the MSDM operative because the better an employee's discipline the higher the job performance it can accomplish. Without good discipline, it is difficult for both organizations and institutions to achieve optimum results. It is the realization and willingness of the individual to comply with all regulatory regulations of the management which remembering the member of the management can be implemented both by his own consciousness and by force.

According Indah Puji Hartatik (2014) mentioning work discipline is a tool that managers use to change a behavior and as an effort to improve one's awareness and willingness to observe all the rules of an institution and of applicable social norms.

Singodimedjo in Sutrisno (2016) explains that discipline is a person's willingness and willingness to obey and obey the rules of the world around him.

Thus, the conclusion drawn from the above 3 experts is that the discipline of labor is a person's willingness and willingness to obey and obey the rules of the world around him. Discipline is the awareness and willingness of the individual to obey all rules of the institution that remember the members of the agency to be executed both by themselves and by force.

The Work Environment

According to Mayanti (2017), the work environment is a place for a number of groups where there are multiple support facilities to achieve the company's vision and mission.

Nitisemito (2014) defines the work environment as a source of information and a place for activity, so good working environment must be implemented in order for employees to feel more at home and at home in order to complete the job, so that a high degree of efficiency can be achieved.

Artoyo's opinion in (Sariyathi, 2007), good management is a management of good thinking and fun because of the great need of the labor force. The development of employee behavior is suspected to be strongly influenced by the work environment.

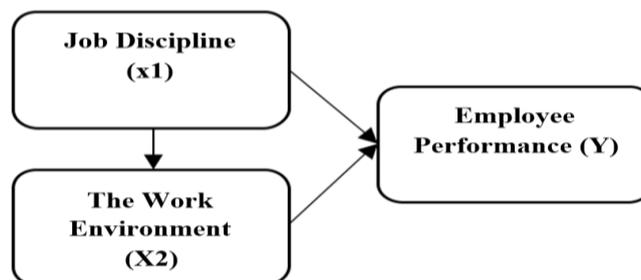
So, the conclusion taken from the top 3 experts is that the work environment is a resource and a place for activity, so that good working environment must be implemented in order for workers to feel more at home and at home to finish the job, so that a high degree of efficiency can be achieved. Where there are multiple support facilities to accomplish the company's vision and mission. Since workers are urgently needed, development of employee behavior is thought to be strongly influenced by the work environment.

Employee Performance

According to John Miner in Sudarmanto (2015), performance is the quality of output quantity, and two things relate to individual behaviors that use time in the work (the level of compliance in working hours), and cooperation. According to Edison (2016), performance is the result of a process that refers to and is measured over a particular period of time by pre-established terms or agreements.

According to the Sutrisno (2016), performance is the success of a person in performing a task, the work one of a group of people can accomplish in an organization according to each one's authority and responsibility or about how one is expected to function and behave according to the tasks charged to him and the quantity, quality and time spent in the task.

So, the performance is the result that a person achieves in his or her work at a certain time according to the responsibilities that an organization has given.



Framework of Thought

Hypotheses are the temporary answer to the research problem, in which the problem is expressed in question sentence (Sugiyono 2013). The hypotheses in this study are as follows:

H1: There was an effect on job discipline on the performance of employees in Bandung, Indonesia.

H2: There was an influence on the work environment for employees' performance in Bandung, Indonesia.

H3: There was an effect of work discipline and work environment on the performance of employees in Bandung, Indonesia.

RESEARCH METHODS

According to Zulganef (2018), what is meant by research methods in which researchers want to know the variables that should be suspected as factors that cause a phenomenon to occur. In this study, the authors use an explanatory method, because there are variables that will be studied for influence and its purpose is to present an overview of the influence between the variables studied.

According to Zulganef (2018), explanatory research is research that aims to examine the causality between variables that explain a certain phenomenon.

Validity Test and Reliability Test Validity Test

According to Cooper and Schaindler in Zulganef (2006), the validity test is a measure that shows that the variable being measured is really the variable the researcher wants to examine.

Reliability Test

According to Harrison in Zulganef (2006), the reliability test is a measure that shows that the measuring instrument used in the study has reliability as a measuring tool.

Multicollinearity Test

The multicollinearity test is a test that is carried out to determine whether in a regression model there is intercorrelation or collinearity between independent variables.

Hypothesis Design Multiple Linear Regression

Multiple Linear Analysis is a statistical technique used to find regression equations that are useful for predicting the value of the dependent variable based on the values of the independent variable and looking for possible errors and analyzing the relationship between one dependent variable and two or more independent variables, either simultaneously or partially.

Correlation Coefficient

To process the data, researchers used SPSS version 26, which is a computer program.

Partial Hypothesis Testing (t Test)

The statistical test is also an individual significant test where this test shows how far the influence of the independent variable partially affects the dependent variable. Data processing will be carried out using the IBM SPSS Statistics 20.0 software application tool so that the resulting data measurement is more accurate.

Simultaneous Hypothetical Testing (Test F)

At simultaneous testing would be testing the impact of independent variables together on independent variables. The statistic test used on simultaneous testing is an F Test usually called analysis of variance (ANOVA).

RESULTS AND DISCUSSION

A description of the data gathering carried out at 129 employees made up of respondents by the characteristics of those involved age, gender, education, employment, and type of work

Table 1. Characteristics of respondents by age

Age (Years)	Number (Persons)	Percentage (%)
18 – 25	64	49,61
26 – 30	21	16,28
31 – 40	10	7,75
> 40	34	26,36
Total	129	100

Source: 2020 SPSS processing of data

Table 1 shows the characteristics of respondents at the highest age span of 18 to 25 years by as many as 64 or 49.61 percent, from 26 to 30 years by 21 or 16.28 percent, from 31 to 40 years by 10 or 7.75 percent and from over 40 years by 34 or 26.36 percent. According to the age of the respondents, the image was that employees working in Bandung were young employees. Employees' admission requirements are essentially productive young lives, so they will have an impact on employees' performance that will certainly affect the agencies they work for.

Table 2. Characteristics of respondents by gender

Gender	Number (Persons)	Percentage (%)
Male	64	49,61
Female	65	50,39
Total	129	100

Source: 2020 SPSS processing of data

In Table 2, it can be explained that the sex of the majority of respondents is female, namely 65 people (50.39%) and 64 men (49.61%). From the conclusions that can be explained in the table above that employees who work in the Bandung area approach the same.

Table 3. Characteristics of respondents according to education

Educations	Number (Persons)	Percentage (%)
High School	43	33,33
Associate Degree	8	6,20
Bachelor Degree	68	52,72
Master Degree	10	7,75
Total	129	100

Source: 2020 SPSS processing of data

Based on Table 3, it shows that most of the employees have high school education, as many as 43 people (33.33%), 8 employees with D3 education (6.20%), 68 employees with S1

education (52.72%) and 10 employees with S2 education. people (7.75%). This is because the majority of employees in the Bandung area have an undergraduate education requirement.

Table 4. Characteristics of respondents according to tenure

Tenure (Years)	Number (Persons)	Percentage (%)
Less than 5	82	63,57
5 – 10	10	7,75
More than 10	37	28,68
Total	129	100

Source: 2020 SPSS processing of data

Based on Table 4, it can be explained that the majority of employees have worked for less than 5 years as many as 82 people (63.57), the work period of 5 - 10 years is as many as 10 people (7.75%) and the work period is more than 10 years as many as 37 people (28.68%).

Table 5. Characteristics of job respondents

Jobs	Number (Persons)	Percentage (%)
Civil servants	25	19,38
Private employees	70	54,26
Others	34	26,36
Total	129	100

Source: 2020 SPSS processing of data

Based on Table 5, it can be explained that there are 25 civil servant jobs in the Bandung area (19.38%), 70 private employees (54.26%) and 34 others (26.36%). Jobs in the Bandung area are dominated by private employees.

Validity test table of variable Work Discipline (X1) Environment of work (X2) Employee Performance (Y)

Table 6. Work Discipline Variable

Variable	Declarations	r _{count}	r _{table}	Information
Work Discipline (X1)	D1X1	.748	0.172	VALID
	D2X1	.770	0.172	VALID
	D3X1	.655	0.172	VALID
	D4X1	.776	0.172	VALID
	D5X1	.710	0.172	VALID
	D6X1	.797	0.172	VALID
	D7X1	.786	0.172	VALID

Source: 2020 SPSS processing of data

Testing of validity in the chart above shows greater are assessments than are the chart of 0.172 and are declared valid.

Table 7. Work Environment Variable

Variable	Declarations	r _{count}	r _{table}	Information
Work Environment (X2)	LK1X2	.673	0.172	VALID
	LK2X2	.768	0.172	VALID
	LK3X2	.688	0.172	VALID

	LK4X2	.657	0.172	VALID
	LK5X2	.787	0.172	VALID
	LK6X2	.683	0.172	VALID
	LK7X2	.707	0.172	VALID

Source: 2020 SPSS processing of data

Testing of validity in the chart above shows greater are assessments than are the chart of 0.172 and are declared valid.

Table 8. Employee Performance Variables

Variable	Declarations	r_{count}	r_{table}	Information
Employee performance (Y)	K1Y	.737	0.172	VALID
	K2Y	.806	0.172	VALID
	K3Y	.812	0.172	VALID
	K4Y	.834	0.172	VALID
	K5Y	.860	0.172	VALID
	K6Y	.851	0.172	VALID
	K7Y	.810	0.172	VALID

Source: 2020 SPSS processing of data

Testing of validity in the chart above shows greater are assessments than are the chart of 0.172 and are declared valid.

Table 9. Reliability Test

Variable	Reliability coefficient	Limit value	Information
Work Discipline (X1)	.858	0.600	Reliable
Work Environment (X2)	.825	0.600	Reliable
Employee performance (Y)	.916	0.600	Reliable

Source: 2020 SPSS processing of data

Based on the test results, the test results show that all research instruments are reliable. It can be seen that this study has an alpha of more than 0.60.

Table 10. Multiple Regression

	Model	Tolerance	Vif
1	(Constant)		1
	Work Discipline	.578	1.729
	Work Environment	.578	1.729

Source: 2020 SPSS processing of data

From the test results that we can see in the table above, it is known that the two independent variables have a tolerance value of 0.578 which means greater than 0.10 and the VIF value obtained is 1.729 which means less than 10. thus, it can be concluded that there is no multicollinearity problem. on the regression model.

MULTIPLE REGRESSION

Multiple linear regression analysis is used to predict the dependent variable when the independent variable is increased or decreased. From the data processing that has been done, the following results are obtained:

Table 11. Multiple Regression

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	10.419	1.958		5.322	.000
Work Discipline (X1)	.491	.073	.555	6.737	.000
Work Environment (X2)	.206	.080	.212	2.577	.011

Source: 2020 SPSS processing of data

From the table above, the following equation is obtained:

$$Y = 10.419 + 0,491X1 + 0,206X2$$

From the results of the multiple linear regression equation, each variable can be interpreted as follows:

The multiple regression equation is explained as follows:

- The constant value (a) is 10,419. This means that if the work discipline and work environment is 0 (zero) and there is no change, then the employee performance in Bandung, Indonesia will be worth 10,419.
- The value of the X1 variable, namely work discipline, has a regression coefficient of 0.491, meaning that if the work discipline increases by one unit, while the work environment is constant, the performance of Bandung, Indonesia employees will increase by 0.491 units.
- The value of the X2 variable, namely the provision of work environment, has a regression coefficient of 0.206, meaning that if the work environment increases by one unit, while discipline is constant, then the performance of employees of Bandung, Indonesia will increase by 0.206 units.

CORRELATION TESTING

Table 12. Correlation Test

		Work Discipline (X1)	Work Environment (X2)	Employee Performance (Y)
Work Discipline (X1)	Pearson Correlation	1	.649**	.693**
	Sig. (2-tailed)		.000	.000
	N	129	129	129
Work Environment (X2)	Pearson Correlation	.649**	1	.572**
	Sig. (2-tailed)	.000		.000
	N	129	129	129
Employee Performance (Y)	Pearson Correlation	.693**	.572**	1
	Sig. (2-tailed)	.000	.000	
	N	129	129	129

Source: 2020 SPSS processing of data

Analysis:

- a. The relationship between the Work Discipline variable (X1) on employee performance (Y) is 0.693. With the interpretation of the strong score because it is in the interval 0.60 - 0.799.
- b. The relationship between the Work Environment variable (X2) on employee performance (Y) is 0.572. With Interpretation the score is moderate because it is in the interval 0.40 - 0.599.

TESTING HYPOTHESIS T

Table 13. Hypothesis T

	Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	10.419	1.958		5.322	.000
	Work Discipline (X1)	.491	.073	.555	6.737	.000
	Work Environment (X2)	.206	.080	.212	2.577	.011

Source: 2020 SPSS processing of data

1. Partial Hypothesis Testing X1

$H_0 = 0$: There is no significant influence between work discipline (X1) on employee performance (Y) Bandung, Indonesia.

$H_0 \neq 0$: There is a significant influence between work discipline (X1) on employee performance (Y) Bandung, Indonesia.

With a significance level of 0.05

Criteria: Reject H_0 if $t_{count} > t_{table}$, accept in other cases

From the table above, it can be seen that the t_{count} value obtained by the work discipline variable (X1) is 6,737. This value will be compared with the t_{table} value in the t distribution table. With $\alpha = 0.05$, $df = n-k-1 = 129-2-1 = 126$, the t_{table} value for the two-party test is 1.978.

From the above values, it can be seen that the t_{count} value obtained by the skill variable (X1) is $6.737 > 1.978$, in accordance with the hypothesis testing criteria that H_0 is rejected and H_a is accepted. Thus, it can be concluded that there is a significant influence between Work Discipline (X1) on employee performance (Y) in Bandung, Indonesia.

2. Partial Hypothesis Testing X2

$H_0 = 0$: There is no significant influence between work environment (X2) on employee performance (Y) Bandung, Indonesia.

$H_0 \neq 0$: There is a significant influence between work environment (X2) on employee performance (Y) Bandung, Indonesia.

With a significance level of 0.05

Criteria: Reject H_0 if $t_{count} > t_{table}$, accept in other ways

From the table above, it can be seen that the t_{count} value obtained by the Work Environment variable (X2) is 2.577. This value will be compared with the t_{table} value in the t distribution table. With $\alpha = 0.05$, $df = n-k-1 = 129-2-1 = 126$, the t_{table} value for the two-party test was 1.978. From the values above, it can be seen that the t_{count} value obtained by the incentive-

giving variable (X2) is $2.577 > t_{table} 1.982$, in accordance with the hypothesis testing criteria that H_0 is rejected and H_a is accepted. Thus, it can be concluded that there is a significant influence between Work Environment (X2) on employee performance (Y) Bandung, Indonesia.

TEST HYPOTHESIS TESTING F

ANOVA^a

	Model	Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1129.645	2	564.823	64.466	.000b
	Residual	1103.952	126	8.762		
	Total	2233.597	128			

a. Dependent Variable: Employee Performance (Y)

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

Source: 2020 SPSS processing of data

$H_0 = 0$: There is no significant influence between work discipline (X1) and work environment (X2) on employee performance (Y) Bandung, Indonesia.

$H_0 \neq 0$: There is a significant influence between work discipline (X1) and work environment (X2) on employee performance (Y) Bandung, Indonesia.

With a significance level of 0.05

Criteria: Reject H_0 if $t_{count} > t_{table}$, accept in other ways

Based on the table above, it can be seen that the F_{count} value is 64.466. This value will be compared with the F_{table} value in the distribution table F. With $\alpha = 0.05$, $df_2 = n - k - 1 = 129 - 2 - 1 = 126$, a F_{table} is obtained of 3.07. Thus $F_{count} 64.466 > F_{table} 3.07$ so that H_a is accepted and H_0 is rejected. This shows that there is a significant influence between work discipline (X1) and work environment (X2) on employee performance (Y) Bandung, Indonesia.

Results and Discussion

The effect of job discipline on employee performance in Bandung, Indonesia

The results of this study indicate that work discipline. Significant effect of job discipline (X1) on employees' performance (Y) is affected. From the chart above, it can be seen that the value of the t_{count} variable work discipline (X1) is 6.737. This value would be compared to the t_{table} on the distribution tables of t. with points = 0.05, $df = n - k - 1 = 129 - 2 - 1 = 126$, gained a t_{table} value for testing of a two-party test of 1.978. From the above values, it shows that the value of t_{count} developed variable skills (x1) of $6.737 > t_{table} 1.978$, according to the hypothetical testing criteria that H_0 is rejected and H_a received.

According to Soejono (1986), the good discipline of reflecting the large measure of a person's responsibility for the tasks assigned to him. It can encourage both improving performance and achieving company goals. The level of employee discipline in Bandung, Indonesia's high and good will affect its achievement targets the company has set. According to the President of the house of representatives DPR, the house of representatives DPR and the President of the house of representatives DPR. This suggests that employees' performance can be increased by high job discipline. Thus, it could be concluded that there was a significant influence between job discipline (x1) on employee performance (Y) in Bandung, Indonesia.

From this, it may be concluded that good employee work discipline results in good employee performance, whereas when employee work discipline is poor, it results in poor employee

performance. It is also supported by research conducted by Priyo (2014) that indicates that job discipline has a positive and significant impact on employees' performance.

The effect of job discipline on employee performance in Bandung, Indonesia

Research shows that the working variable affected positive and significant performance of employees in Bandung, Indonesia's work environment can be seen that the t_{count} value the working environment variable (X2) is at 2.577. This value would be compared to the t_{table} value on the distribution tables of t. with points = 0.05, $df = n-k-1 = 129-2-1 = 126$, gained a t_{table} value for testing of a two-party test of 1.978. From the values above, it shows that the t_{count} value that the incentives variable (X2) provided by $2.577 > t_{table} 1.982$, according to the hypothetical testing criteria that H_0 is rejected and H_a received.

According to Suconceriningrum (2012) the work environment is one of the factors that influence an employee's performance. A good working environment, adequate facilities, and conducive workplace and good relationships with colleagues and superiors will give workers a sense of *nayaman*. When an employee feels comfortable and has the support of his social environment, he or she will be encouraged to do a good job. Thus, it could be concluded that there was a significant influence between the work environment (X2) on the performance of employees (Y) Bandung, Indonesia.

The effect of work discipline and work environment on the performance of employees in Bandung, Indonesia

Research shows that variables of work discipline and work environment together affect the performance of employees in Bandung, Indonesia. It can be seen that the f_{count} is 64,466. This value would be compared to the value of f_{table} on the distribution tables of f with points = 0.05, $df_2 = n-k-1 = 129-2-1 = 126$, gained f_{table} of 3.07. Thus $f_{count} 64,466 > f_{table} 3.07$ and thus has received and 0 rejected. This suggests that there is a significant effect between job discipline (X1) and work environment (X2) on the performance of employees (Y) Bandung, Indonesia.

Work discipline and work environment both have positive effects on employees' performance. An uncomfortable, uncondusive work environment and a low level of employee discipline cause the goals set by the company to be unattainable. This is because employees tend to be lazy workers in uncomfortable surroundings and feel out of control with low discipline and miss out on some established goals. Workers will be more active in working environment and better job discipline to improve their performance. This indicates that job discipline and work environment impact or impact on the declining performance of employees in Bandung, Indonesia.

The study is also supported by a study conducted by Kusmayadi (2014) that indicates that the work environment has a positive and significant impact on the performance of employees and research by Priyo (2014) that says that the discipline of employment reflects positive on an employee's performance. Thus, if a company is to obtain the full fruitage from a job, it is necessary to create a comfortable working environment and 68 flexibility and high job discipline. This will impact the attainment of the company's goals and goals.

Conclusion

Based on research done on the impact work discipline and work environment have on employee's performance in Bandung, Indonesia. It can be deduced that hypothesis testing on simultaneous work discipline and work environment has a positive and significant impact on employee performance. Partial job discipline and work environment affect positive and significant employee performance. In hypothetical testing that there was a significant effect

between job discipline (X1) and work environment (X2) on employee performance (Y) Bandung, Indonesia.

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