



THE EFFECT OF WORK ENVIRONMENT AND WORK DISCIPLINE ON EMPLOYEE PERFORMANCE AT PT. AQIQAH86 SOUTH TANGERANG

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Abstract

This study aims to determine the effect of work environment and work discipline on employee performance at PT. Aqiqah86 Tangerang Selatan, either partially or simultaneously. The method used is descriptive with an associative approach. At the same time, obtaining data is done by distributing questionnaires to 60 company respondents who then analyzed the effect partially and simultaneously using regression analysis, coefficient of determination, and hypothesis testing with t-test and F-test. Employee Performance, For the partial hypothesis test results obtained by the value of $t_{count} > t_{table}$ ($8.675 > 1.669$), it can be concluded that H_{a1} is accepted, or the Work Environment variable (X_1) partially has a positive and significant effect on Employee Performance (Y). The Effect of Work Discipline on Employee Performance, for the partial hypothesis test results obtained by the value of $t_{count} > t_{table}$ ($8.165 > 1.669$), it can conclude that H_{a2} is accepted or the Work Discipline variable (X_2) partially has a positive and significant effect on Employee Performance (Y). The results obtained are $F_{arithmetic} = 49,472 > 3.15$ or ($F_{arithmetic} > F_{table}$) so that H_{o3} is rejected and H_{a3} is accepted. It means that there is a positive and simultaneous influence between Work Environment and Work Discipline on Employee Performance at PT. Aqiqah86 Tangerang Selatan.

Keywords: Work Environment, Work Discipline, and Employee Performance

INTRODUCTION

Human resources are one of the most critical factors in achieving the success of a company or organization. Because human resources are productive individuals who work as drivers of an organization, thinkers, and planners who aim to achieve organizational goals, in the absence of human resources, the company will not be able to run its business. It will need help to achieve company goals. Therefore, if the company can manage human resources well, it will also positively impact the company. Human resource management is collecting all internal stakeholders so that employees get welfare and comfort while in the work environment so that they can achieve company goals properly.

According to Sutrisno in Haeruddin (2016:198), "an organization is said to be successful, if it can effectively and efficiently utilize human resources, especially existing employees optimally and professionally." The individual performance of its employees strongly influences the success of an organization. Improving employee performance will bring progress for the company to survive in an unstable competitive business environment.

PT. Aqiqah86 is a sub-division of Etawa Animal Husbandry (PE) 86. Therefore if we want to talk about the history of AQIQAH86, it cannot be separated from the history of the formation of PE 86 itself. PE 86 began to stand in late 2017 and was initiated by three alums from SMAN 86 Jakarta. Starting from a light conversation about opportunities in the real sector, especially livestock goats and sheep, then from the existence of large land that has yet to be utilized to the maximum.

We finally ventured to plunge into the world of animal husbandry with limited

knowledge and capital—a departure from calculations rough PT. Aqiqah86 South Tangerang opened the first cage to conceptualize and focus on Etawa Goat Breeding in the Tasikmalaya area.

According to George Terry (2013:88-94), the work environment can be interpreted "as the forces that influence, either directly or indirectly, the performance of the organization and company." A work environment that is good, safe, and provides facilities that support workers to survive in the workplace.

It can create an emotional condition for workers and employees to be happy in their work area. It certainly brings comfort to these employees and makes them feel comfortable—enthusiastic about work.

The following is the work environment data at PT. Aqiqah86 South Tangerang for the period 2019 to 2022. Based on the conditions, the existing work environment facilities still need to be moved from what was expected.

Table 1 Work Environment Data in terms of PT. Aqiqah86 facilities South Tangerang

Infrastructure	2019		2020		2021	
	Actual	Threshold	Actual	Threshold	Actual	Threshold
Table	7	9	8	11	10	11
Chair	6	12	10	15	15	15
Air Conditioner	4	8	5	8	6	8
Printers	2	4	2	4	2	4
Lamp	6	10	8	16	16	16

Source: PT. Aqiqah86 South Tangerang 2022

Description :

1. Actual: Actual Results.
2. Threshold: Ideally or Should be.

Based on table 1 above, it can conclude that the facilities and infrastructure needed by employees still need to be improved. Even though from 2019 - 2021, the number of facility infrastructure increased, more is required to support the work processes of 65 employees. If these conditions are inappropriate, they will cause problems in the work environment due to a lack of the necessary infrastructure so that employees cannot work optimally at PT. Aqiqah86 South Tangerang.

As for several facilities in 2019, such as the table, the actual value is still below the threshold the company should require because it is still in the repair stage. There are also seats from 2019 to 2020 where a company needs additions, even though in 2019, the actual value is less than the threshold because it is still in the repair stage. As for the AC (Air Conditioner), there is still no addition from year to year, the actual value is still less than what should be required by the company, and this can cause the room temperature to become hot and cause discomfort to employees.

The printers are the same thing from year to year there is still no addition and the actual value is still less than the threshold, which should be because the existing printers are still in poor condition and hinder the work of employees due to the lack of existing printers. And the last facility, namely the actual lamp value from 2019 to 2020, has yet to be added because several rooms still need to be repaired. But in 2021, the real deal has met what is required for each space.

Hasibuan (2016:193) suggests that "work discipline is a person's awareness and willingness to comply with all company regulations and applicable social norms. Awareness is the attitude of someone who voluntarily complies with all the rules and knows their duties and responsibilities. Upholding discipline is essential for the company because discipline contains

rules that employees must obey. With discipline, it is expected to make work as efficient as possible. Work discipline has excellent benefits, both for the use of the organization and for employees. For organizations, the existence of work discipline will guarantee the maintenance of order and the smooth implementation of tasks to obtain optimal results. As for employees, a pleasant working atmosphere will increase morale in carrying out their work.

The following is attendance data regarding work discipline at PT. Aqiqah86 Tangerang Selatan.

Table 2 PT. Aqiqah86 South Tangerang Employee Attendance Data In 2019 to 2021

Year	Number of Employees	Number of working days	Absence Conditions		Total
			Late	Without Explanation	
2019	65	312	43	33	76
2020	65	312	40	28	68
2021	65	312	31	41	72

Source: PT. Aqiqah86 South Tangerang 2022

Table 2 above shows that the high absenteeism of late and uninformed employees in 2019 is 76, and late and without employee information in 2020 is 68. Late and without employee information in 2021 is 72, whereas tardiness and without employee information are the highest in 2019. It shows a lack of employee discipline in attendance.

Table 3 PT. Aqiqah86 South Tangerang Work Discipline Data

No	Indikator Disiplin Kerja	Hasil Observasi
1	Attendance Frequency	Employees are still lacking in paying attention to the level of absenteeism
2	Work Alertness Level	Leaders don't pay attention employee vigilance.
3	Compliance with Work Standards	Employees are lacking in achieving company attendance standard targets.
4	Compliance with Work Regulations	Employees still like to violate rule by arriving late.
5	Work Ethics	Employees are not good enough in behave at work.

Source: PT. Aqiqah86 South Tangerang 2022

Based on table 3 above, the leader pays little attention vigilance of its employees, employees are lacking in achieving expected targets for company attendance, employees still like to break the rules by coming late, and employees need to be better at behaving at work. At the same time, employees become actors who support the achievement of the company of the goal.

Performance is a description of the level achievement of an activity program or policy implementation in realizing the goals, objectives, vision, and mission of the organization that is poured through planning an organizational strategy. I, at this moment, attach the data table employee performance appraisal obtained at PT. Aqiqah86 South Tangerang, as in table 4 and table 5, as follows:

Table 4 PT. Aqiqah86 South Tangerang Employee Performance Assessment

No.	Assessment Aspects	Target	Score
1.	Achieved	100%	80-100
2.	Not Achieved	0%	10-80

Source: PT. Aqiqah86 South Tangerang 2022

Following are the results of the employee performance appraisal at the company PT.

Aqiqah86 South Tangerang in 2019 – 2021:

Table 5 PT. Aqiqah86 South Tangerang 2019-2021

No	Job Duties Activities	Target (%)	Evaluation		
			2019	2020	2021
1	Quality	100	70	90	77
2	Quantity	100	75	86	80
3	Working Knowledge	100	77	80	75
4	Implementation of Tasks	100	71	87	75
5	Responsibility	100	78	89	80
Average		100	74%	86%	77%
Information			Not achieved	Achieved	Not achieved

Source: PT. Aqiqah86 South Tangerang 2022

Based on the table above, it can be seen that 2019 PT. Aqiqah86 South Tangerang's employee performance appraisal achievement was 74%, then in 2020, the employee performance appraisal achievement was 86%, and in 2021 employee performance achievement was 77%. It happens because some employees need to take advantage of the time according to the allotted time. Where the value of speed at work decreased in 2019 and 2021 by 74% and 77%, this happened because several employees needed to complete the tasks assigned on time, and the results of the employees' work were less than optimal.

LITERATURE REVIEW

Work environment

According to Sutrisno (2015:118), the work environment is the entire work facility and infrastructure around employees doing work that can affect work implementation. Danang Sunyoto (2015:43) argues that the work environment is everything around the workers and can influence them in carrying out the tasks assigned, for example, cleaning, music, lighting, and others. According to Sedarmayanti (2016:23), a work environment is where there are several groups and supporting facilities to achieve company goals according to the company's vision and mission.

From some of the definitions above, the work environment is everything around workers or employees that can affect employee job satisfaction in carrying out their work so that maximum work results will obtain. In the work environment, there are work facilities that support employees in settlement tasks assigned to employees to improve the work of employees in a company.

Work Discipline

According to Hasibuan (2016:135). "Work discipline is a person's ability to work regularly, diligently continuously and work by applicable rules by not violating the rules that have been set").

Siagian (2015:105) argues, "Employee discipline in human resource management departs from the view that no human is perfect, free from mistakes and oversights."

According to Rivai (2015:599), "work discipline is a tool used by managers to communicate with employees so that they are willing to change a behavior as well as an effort to increase one's awareness and willingness to comply with all company regulations and applicable social norms."

Based on the definitions above, what is meant by work discipline is a mental attitude that is reflected in the actions of individuals and groups in the form of obedience or adherence to regulations set to reinforce organizational guidelines.

Employee Performance

According to Kasmir (2017:182), performance results from work and behavior achieved in completing the tasks and responsibilities given within a certain period. A person's ability is the first measure of improving the performance shown in his work. It means that whether or not a person can do his job will determine his interpretation.

According to Mangkunegara (2012:67), performance comes from job performance or Actual Performance (work achievement or actual achievement achieved by a person). Performance is the result of work in quality and quantity completed by an employee in carrying out his duties by the responsibilities given to him by the company.

Handoko (2012:19) defines performance as an expression of ability based on knowledge, attitudes, skills, and motivation to produce something. Performance results in a person's efforts are determined by the power of his characteristics and perception of the role job.

From some of these opinions, performance is the process of achieving organizational goals and the result of the human resource effort itself in an organization.

METHOD

This type of research is descriptive with a quantitative approach. According to Sugiyono (2012:37), descriptive analysis is "research that is used by describing or describing data that has been collected as it is without intending to make conclusions that apply to the public or generalizations that aim to analyze data." conducted the place of this research at PT. Aqiqah86 South Tangerang, which is located at Jl. H. Nasa Syamsudin No.86, South Tangerang City, Banten.

According to Sugiyono (2012:119), "population is a generalization area consisting of objects or subjects that have certain qualities and characteristics determined by research to be studied and then drawn conclusions." So the population is not only people but also objects and other natural objects. The population is not just the amount of the object or subject being studied but includes all the characteristics or properties possessed by the subject or object. Then the population used by researchers in this thesis proposal is PT. Aqiqah86 Ciputat, South Tangerang, with a total of 65 employees.

The data collection technique used a questionnaire; in this study, the questionnaire makes statements that refer to the Likert scale. In this study, researchers used quantitative data analysis with the help of the SPSS V26 program. It is done so that the data processing technique is more straightforward and aims to make the data that has been collected useful. Therefore, data must be processed and analyzed carefully to be used as a basis for decision-making. The simple linear regression test, the multiple linear regression test, the correlation coefficient, the coefficient of determination, the partial t-test, and the simultaneous F test are all data analysis methods.

RESULTS AND DISCUSSION

Validity Test

Table 6 Work Environment Validity Test (X₁)

Work Environment (X ₁)				
	Statement Items	Content Validity	Construct Validity	Description
1	X1.1	0,467	0,2441	Valid
2	X1.2	0,592	0,2441	Valid
3	X1.3	0,585	0,2441	Valid
4	X1.4	0,638	0,2441	Valid
5	X1.5	0,528	0,2441	Valid
6	X1.6	0,582	0,2441	Valid

7	X1.7	0,586	0,2441	Valid
8	X1.8	0,545	0,2441	Valid
9	X1.9	0,510	0,2441	Valid
10	X1.10	0,703	0,2441	Valid

Source: SPSS Data Processing Results 26, 2022

Based on the results of the validity test in the table above, it is known that the value $r_{count} > r_{table}$ (0.2441), it can conclude that all question items in the work environment indicator (X_1) are declared valid. So that all question items can use in the testing model.

Table 7 Work Discipline Validity Test (X_2)

Work Discipline (X_2)				
No	Statement Items	r_{count}	r_{table}	Description
1	X2.1	0,617	0,2441	Valid
2	X2.2	0,500	0,2441	Valid
3	X2.3	0,565	0,2441	Valid
4	X2.4	0,624	0,2441	Valid
5	X2.5	0,588	0,2441	Valid
6	X2.6	0,652	0,2441	Valid
7	X2.7	0,648	0,2441	Valid
8	X2.8	0,692	0,2441	Valid
9	X2.9	0,600	0,2441	Valid
10	X2.10	0,647	0,2441	Valid

Source: SPSS Data Processing Results 26, 2022

Based on the results of the validity test in the table above, it is known that the value $r_{count} > r_{table}$ (0.2441), it can conclude that all question items in the work discipline indicator (X_2) are declared valid. So that all things questions can use in the testing model.

Table 8 Employee Performance Validity Test (Y)

Employee Performance (Y)				
No	Statement Items	r_{count}	r_{table}	Description
1	Y.1	0,542	0,2441	Valid
2	Y.2	0,681	0,2441	Valid
3	Y.3	0,735	0,2441	Valid
4	Y.4	0,483	0,2441	Valid
5	Y.5	0,683	0,2441	Valid
6	Y.6	0,658	0,2441	Valid
7	Y.7	0,639	0,2441	Valid
8	Y.8	0,571	0,2441	Valid
9	Y.9	0,652	0,2441	Valid
10	Y.10	0,726	0,2441	Valid

Source: SPSS Data Processing Results 26, 2022

Based on the results of the validity test in the table above, it is known that the value $r_{count} > r_{table}$ (0.2441), it can conclude that all question items in the employee performance indicator (Y) are declared valid. So that all question items can use in the testing model.

Reliability Test

Table 9 Reliability Test Results

No	Variable	Score Cronbach alpha	Criteria Minimum	Conclusion
1	Work Environment	0,772	0,60	Reliable
2	Work Discipline	0,813	0,60	Reliable

No	Variable	Score Cronbach alpha	Criteria Minimum	Conclusion
3	Employee Performance	0,839	0,60	Reliable

Source: SPSS Data Processing Results 26, 2022

Based on the table above, it is known that all variables (work environment, work discipline, and employee performance) have a Cronbach alpha value more excellent (>) than 0.60. It can be concluded that the variable questionnaire in this study is reliable and can be continued in the following analysis (analysis Regression).

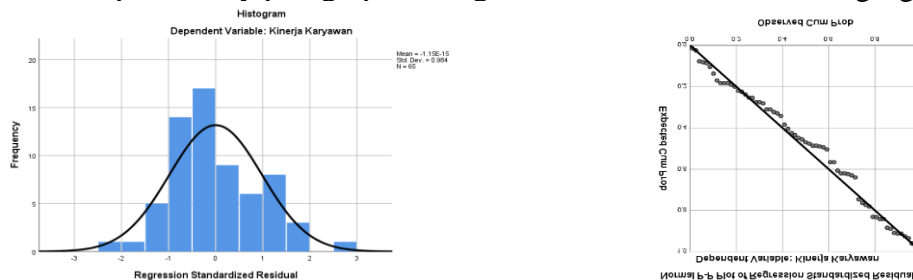
**Classic assumption test
Data Normality Test**

Table 10 Normality Test Results

One-Sample Kolmogorov-Smirnov Test		Unstandardized Residual
N		65
Normal Parameters ^b	Mean	.0000000
	Std. Deviation	2.97776191
Most Extreme Differences	Absolute	.096
	Positive	.096
	Negative	-.058
Test Statistic		.096
Asymp. Sig. (2-tailed)		.200 ^{c,d}
a. Test distribution is Normal.		
b. Calculated from data.		
c. Lilliefors Significance Correction.		
d. This is a lower bound of the true significance.		

Source: SPSS Data Processing Results 26, 2022

The table above can be seen that the test results use the test Kolmogorov-Smirnov non-parametric statistic obtained Asymp value. Sig. (2-tailed) of 0.200 is more significant than 0.05. then it can state that the research data that carry out was normally distributed. Visually, the standard probability plot graphic image can be seen in the following figure:



Source: SPSS Data Processing Results 26, 2022

Figure 1 Histogram Normality Test and P-P Plot Normality Test

The histogram test image above shows that the data is usually distributed, i.e., it resembles a symmetrical histogram, and the histogram graph is not more inclined to one side. Meanwhile, the Normality Probability Plot Test image shows that the data distribution follows the existing diagonal line and spreads around the diagonal line. This study's regression model is usually distributed from the histogram and probability plot testing results.

Multicollinearity Test

Table 11 Multicollinearity Test Results

Coefficients								
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	4.028	3.863		1.043	.301		
	Work Environment	.500	.124	.460	4.025	.000	.476	2.099
	Work Discipline	.421	.125	.384	3.367	.001	.476	2.099

a. Dependent Variable: Employee Performance

Source: SPSS Data Processing Results 26, 2022

Based on the results of the multicollinearity test in table 4.19 above, the tolerance value of the work environment variable is 0.476. Work discipline is obtained of 0.476, where both values are less than 1, and the Variance value Inflation 101 Factor (VIF) work environment variable of 2.099 and discipline work of 2.099 where the value is less than 10. Thus the model In this regression, there is no multicollinearity disorder.

Heteroscedasticity Test

Table 12 Heteroscedasticity Test Results

Coefficients						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	10.132	2.106		4.810	.000
	Work Environment	.011	.068	.026	.157	.876
	Work Discipline	-.196	.068	-.472	-2.877	.006

a. Dependent Variable: Employee Performance

Source: SPSS Data Processing Results 26, 2022

Table 12 shows that all the independent variables show insignificant results because the significant value of the compensation and work discipline variables is more than 0.05, so it can conclude that all of these independent variables do not occur heteroscedasticity in the error variance.

Linear Regression Test

Table 13 Simple Linear Regression (X_1) Against (Y)

Coefficients						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	9.298	3.811		2.440	.018
	Work Environment	.803	.093	.738	8.675	.000

a. Dependent Variable: Employee Performance

Source: SPSS Data Processing Results 26, 2022

Based on the results of the regression calculation in table 4.21, it can be that the regression equation is obtained with the formula $a + b X_1$, namely, $Y = 9,298 + 0.803 X_1$. From the equation above, it can be concluded as follows: A constant value of 9,298 states that if the variable value Work Environment (X_1) does not exist or = 0, then the performance value is 9,298. The correlation coefficient of the Work Environment variable (X_1) is 0.803, which means that for each addition of 1 (one) work environment variable point, then that matter increases Employee Performance by 9,298 times.

Table 14 Simple Linear Regression (X_2) Against (Y)

Coefficients						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	9.227	4.056		2.275	.026

	Work Discipline	.786	.096	.717	8.165	.000
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a. Dependent Variable: Employee Performance

Source: SPSS Data Processing Results 26, 2022

Based on the results of the regression calculation in table 4.22, it can be the regression equation is obtained with the formula $a + b X_2$, namely, $Y = 9.227 + 0.786 X_2$. From the equation above, it can be concluded as follows: A constant value of 9,227 states that if the Work Discipline variable (X_2) value does not exist or = 0, then the performance value is 9,227. The correlation coefficient of the Work Discipline variable (X_2) is 0.786, which means that for every additional 1 (one) point of the Work Discipline variable, it increases Employee Performance by 9,227 times.

Table 15 Multiple Linear Regression

Coefficients						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	4.028	3.863		1.043	.301
	Work Environment	.500	.124	.460	4.025	.000
	Work Discipline	.421	.125	.384	3.367	.001

a. Dependent Variable: Employee Performance

Source: SPSS Data Processing Results 26, 2022

Based on the results of the regression calculation in table 4.23, the regression equation is obtained with the formula $Y = \alpha + \beta_1 X_1 + \beta_2 X_2$, namely $Y = 4.028 + 0.500 X_1 + 0.421 X_2$. From the equation above, it can be concluded as follows: A constant value of 4,028 states that if the variable value Work Environment (X_1) and Work Discipline (X_2) does not exist or = 0, then the performance value is 4,028. The correlation coefficient of the Work Environment variable (X_1) of 0.500 means that for every addition of 1 (one) point of the Work Environment variable, it increases Employee Performance by 4,028 times. The correlation coefficient of the Work Discipline variable (X_2) is 0.421, meaning that for every additional 1 (one) point of the Work Discipline variable, it will increase Employee Performance by 4,028 times.

Determination Coefficient Test (R^2)

Table 16 Coefficient of Determination (X_1) Against (Y)

Model Summary									
Model	R	R Square	Adjusted R Square	Std. The error in the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F Change
1	.738 ^a	.544	.537	3.264	.544	75.262	1	63	.000

a. Predictors: (Constant), Work Environment

Source: SPSS Data Processing Results 26, 2022

Based on the calculations in the table above, the coefficient values are obtained determination (R-Square) of 0.544, and it can conclude that the Environment Work (X_1) has an influence contribution of 54.4% on the performance Employee (Y), the remaining 45.6% is influenced by other factors not examined.

Table 17 Coefficient of Determination (X_2) Against (Y)

Model Summary									
Model	R	R Square	Adjusted R Square	Std. An error in the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F Change

1	.717 ^a	.514	.506	3.371	.514	66.661	1	63	.000
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a. Predictors: (Constant), Work Discipline

Source: SPSS Data Processing Results 26, 2022

Based on the calculations in the table above, the coefficient values are obtained determination (R-Square) of 0.514, and it can conclude that Work Discipline (X_2) has an influence contribution of 51.4% on Employee Performance (Y), the remaining 48.6% is influenced by other factors not examined.

Table 18 Coefficient of Determination (X_1) and (X_2) Against (Y)

Model Summary									
Model	R	R Square	Adjusted R Square	Std. The error in the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F Change
1	.784 ^a	.615	.602	3.025	.615	49.472	2	62	.000

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

Source: SPSS Data Processing Results 26, 2022

Based on the calculations in table 4.30, the coefficient value is obtained determination (R-Square) of 0.615, and it can conclude that the Environment Work (X_1) and Work Discipline (X_2) together have a contribution influence of 61.5% on Employee Performance (Y), the remaining 38.5% influenced by other factors not examined.

Hypothesis testing

Partial Hypothesis Test

Table 19 Partial t-test (X_1)

Coefficients						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	9.298	3.811		2.440	.018
	Work Environment	.803	.093	.738	8.675	.000

a. Dependent Variable: Employee Performance

Source: SPSS Data Processing Results 26, 2022

From the table above, the value of $t_{\text{count}} > t_{\text{table}}$ ($8.675 > 1.669$) is obtained from the value significant $0.000 < 0.005$, and it can conclude that H_{a1} is accepted or variable Work Environment (X_1) partially has a positive and significant effect on Employee Performance (Y).

Table 20 Partial t-test (X_2)

Coefficients						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	9.227	4.056		2.275	.026
	Work Discipline	.786	.096	.717	8.165	.000

a. Dependent Variable: Employee Performance

Source: SPSS Data Processing Results 26, 2022

From the table above, the value of $t_{\text{count}} > t_{\text{table}}$ ($8,165 > 1,669$) is obtained from the value significant $0.000 < 0.005$, it can conclude that H_{a2} is accepted or variable Work Discipline (X_2) partially has a positive and significant effect on Employee Performance (Y).

Simultaneous Hypothesis Test

Table 21 Count F test results

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	905.646	2	452.823	49.472	.000 ^b
	Residual	567.492	62	9.153		
	Total	1473.138	64			

a. Dependent Variable: Employee Performance

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

Source: SPSS Data Processing Results 26, 2022

Based on the test results in the table above, the calculated F value is obtained $> F$ table or ($49.472 > 3.15$). The Sig value also reinforces it. < 0.05 or ($0.000 < 0.05$). Thus, H_0 is rejected, and H_a is accepted, showing that there is a significant effect between work environment and discipline on employee performance at PT. Aqiqah86 South Tangerang.

CONCLUSION

From the results of the discussion carried out in this study, the researchers provide some conclusions as follows:

1. This study shows that the influence of the work environment (X_1) has an average score of respondents' answers of 4.10 or is in the excellent category. It offers the work environment at PT. Aqiqah86 South Tangerang, assessed based on the respondents, influences the employees' performance. The results of the t-test for the Work Environment variable are obtained by comparing t_{count} with t_{table} , $T_{count} > T_{table}$ ($8.675 > 1.669$) with this significant probability of $0.000 < 0.005$. The existence of a substantial and positive number means that if the work environment is improved, performance will increase among Employees at PT. Aqiqah86 South Tangerang. Thus, H_0 is rejected, and H_1 is accepted, meaning there is a partially significant influence between the work environment and employee performance at PT. Aqiqah86 South Tangerang.
2. This study shows that the Effect of Work Discipline (X_2) has an average score of respondents' answers 4.19 or is in a suitable category that offers work discipline at PT. Aqiqah86 Tangerang Selatan, which is assessed based on respondents, has an influence on the employee's performance. It has a positive and significant effect, so the proposed hypothesis can be accepted. The results of the t-test for the Work Discipline variable are obtained by comparing t_{count} with t_{table} , $T_{count} > T_{table}$ ($8,165 > 1,669$) with this significant probability of $0.000 < 0.005$. This substantial and positive number means that increasing work discipline will improve employees' performance at PT. Aqiqah86 South Tangerang. Thus, H_0 is rejected, and H_2 is accepted, meaning there is a partially significant influence between work discipline and employee performance at PT. Aqiqah86 South Tangerang
3. The results of the research show that Environmental Influence Work (X_1) and Work Discipline (X_2) analysis of the correlation coefficient of 0.784 or 78.4%, it can conclude that the Work Environment variable (X_1) and Work Discipline (X_2) has a strong effect on Employee Performance (Y), the rest 21.6% influenced by other factors. The results of $F_{count} = (49.472 > 3.15)$, or ($F_{count} > F_{table}$) so that H_a is rejected H_0 is accepted. It means there is a positive and simultaneous influence between Competency and Work Environment on the Performance of Employees at PT. Aqiqah86 South Tangerang. Thus H_0 is rejected, and H_3 is accepted. It means there is a significant effect simultaneously of Work Environment and Work Discipline on employee work.

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