

ABSTRACT

The Influence of Work Discipline and Work Environment on the Performance of Non-ASN Employees in the South Tangerang City Civil Service Police Unit

Vira Aulia Sabrina¹⁾, Dr. Endang Pitaloka, S.E., M.E.²⁾

¹⁾*Student of Management Department, Pembangunan Jaya University*

²⁾*Lectures of Management Department, Pembangunan Jaya University*

High performance has a big influence on realizing company goals in managing company activities. Improving work discipline, it is hoped that the resulting work environment will be more optimal. The problem discussed in this research is the declining employee performance in the South Tangerang City Civil Service Police Unit which is caused by lack of work discipline and an inadequate work environment. The problem in this research is the influence of work discipline and work environment on employee performance in the South Tangerang City Civil Service Police Unit. This research aims to determine the influence of work discipline and work environment on employee performance using a quantitative approach. Employee performance can be addressed by 2 (two) factors, namely Work Discipline and Work Environment. These two factors influence the increase or decrease in employee performance. The number of samples in this study was 164 samples. This research was conducted at the South Tangerang City Civil Service Police Unit using quantitative research methods through distributing questionnaires and data analysis techniques using Multiple Linear Analysis and T Test on the SPSS application. The results of this research show that work discipline and work environment have a positive and significant influence on employee performance.

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