The Influence of Physical Work Environment and Work Discipline on The Performance of Celikah Health Center Employees

Monica Sapitri[1], Meilin Veronica[2], Muhammad Bahrul Ulum[3]
[123]Prodi Manajemen, Fakultas Ekonomi, Universitas Indo Global Mandiri Palembang

A R T I C L E I N F O

ABSTRACT

This study aims to determine how the influence of the physical work environment and work discipline partially and simultaneously on employee performance at the Celikah Health Center, Kayuagung District, OKI Regency. In this study collected through distributing questionnaires with 80 respondents. The data analysis technique used is multiple linear regression analysis models, with t tests and F tests. While what is used to see the extent of the accuracy and feasibility of the research instrument (measuring variables) is used validity and reliability tests. The results of this study indicate that partially the physical work environment has a significant effect and work discipline has a significant effect on employee performance at the Celikah Health Center, Kayuagung District, OKI Regency. The results of the F test analysis and the coefficient of determination show that simultaneously the physical work environment and work discipline have a positive and significant influence on employee performance at the Celikah Health Center, Kayuagung District, OKI Regency. This shows that the better the physical work environment and the higher the work discipline that exists in employees, the better and higher the performance produced by employees of the Celikah Health Center, Kayuagung District, OKI Regency.

Corresponding Author

Monica Sapitri
Prodi Manajemen,
Universitas Indo Global Mandiri Palembang
Jalan Jenderal Sudirman No 629 KM 4 30128 Palembang South Sumatra, Indonesia
Email: 2019510134@gmail.com

1. INTRODUCTION

The successful life of an organization can never be separated from the intervention of human resources as productive individuals who work as the driving force of the organization, whether it is an organization that exists in an agency or company and is a resource that cannot be replaced and becomes an important asset (Sandhi et al., 2023). Human resources are a very central factor in organizations, regardless of their shape and purpose, organizations are created based on various visions for the benefit of humans (Sandhi et al., 2023). (Afandi, 2018) states that human resource management is a strategic approach to skills, motivation, development, and management of organizing resources, human resources in an organization, so every organization must state that human resource management is a human resource management approach.

Community Health Center is a functional organization that organizes health efforts terseibut organized with an emphasis on services for the wider community in order to achieve optimal health status, without meingabaikan quality peilayanan keipada peirorang. Community Health Center have a function that plays a very active role because as the spearhead of the government in realizing a healthy community through the provision of services to the community, health services organized by puskesmas include treatment services, prevention (prevention efforts), promotive (health improvement), and (health recovery).

Based on the results of interviews with the Head of Administration at the Celikah Health Center, Kayuagung District, OKI Regency, he stated that the work environment at the Celikah Health Center, Kayuagung District, OKI Regency, cannot be said to be good, seen from the work environment that is directly related to employees such as the lack of medical personnel and infrastructure facilities owned by the health center. And it can also be seen from the environment that is less comfortable because it is located near the highway or east cross road so that there is a vehicle noise factor that can affect employee performance, air pollution, room lighting that is less bright and along with lights out. It is explained that the physical work environment at the puskesmas also affects the quality of service. If the physical work environment is not good, then how will the health center provide good service quality.

Celikah Health Center, Kayuagung District, OKI Regency, the level of work discipline of the medical staff of the Celikah Health Center is still minimal because the sanctions and penalties made are not applied, which makes Celikah Health Center employees come late to work, employees who leave during working hours, often blaming attendance, most Celikah Health Center employees before their work time have gone home a lot of this happens due to lack of supervision. This problem shows that employees lack discipline to carry out their duties properly. The lack of assertiveness of the leadership also makes the awareness of employees still low to obey the rules made by the government.

The physical work environment in a workplace, both open and closed, greatly affects various types of production processes in it, one of the factors that affect the work environment is the work climate. heat is a work environment factor that is very closely related to worker health. Various cases of accidents and occupational diseases, as well as other health problems, are caused by unqualified work environment factors. According to (Sedarmayanti, 2010) the physical work environment is all physical conditions that exist around the workplace that can affect employees either directly or indirectly.

Discipline is an absolute thing in human life, because a human being without strong discipline will damage the joints of his life, endanger himself and other humans, even the surrounding nature in a broader sense discipline means every kind of influence shown to help children learn how to deal with the demands that may be raised against their environment, discipline has three important aspects, first, a mental attitude which is an obedient and theirtip attitude as a result or development of training, mind control and character control. second, a good understanding of the system of behavioral rules, norms, ethics and standards in such a way that this understanding fosters a deep understanding that obedience to these rules is an absolute requirement for achieving success, third, reasonable behavioral attitudes. Second, a good understanding of the system of rules of behavior, norms, ethics and standards in such a way that this understanding fosters a deep understanding that obedience to these rules is an absolute requirement for achieving success, third, a reasonable attitude of behavior that shows sincerity to obey everything carefully and orderly. Work discipline. According to (Herlambang et al., 2022) is an attitude to follow company rules and standards, which aims to increase employee strength to achieve company / organization goals.

Employee performance is work performance, namely the comparison between the results of work that can be seen in real terms with the work standards set by the organization. Quality performance will be realized if an organization can select prospective employees who have the motivation that suits their job and have the quality that allows them to work optimally. In my opinion, performance is basically what employees do or cannot do. An employee's performance will be good if the employee has quality skills, willingness to work, a decent wage or reward and has hope for the future. Kineirja is very important for an organization because

quality performance can certainly reduce absenteeism or not working because of laziness, with quality performance from workers and employees, the tasks assigned or work directed to them will be completed in a shorter or faster time according to (Kristiadi & Asmu'I, 2019).

The purpose of this study was to analyze the effect of physical work environment and work discipline on the performance of employees of the Celika Health Center, Kayuagung District, OKI Regency.

2.   RESEARCH METHOD

This research took the object of research at the Celikah Health Center, Kayuagung District, OKI Regency. The scope of this research is on variables related to human resource management including the physical work environment and work discipline towards and employee performance related to the performance of Puskesmas Celikah employees, Kayuagung District, OKI Regency, so that having motivation in the physical work environment and work discipline can improve performance and good quality.

The place of implementation of this research is at Jalan Puskesmas Celikah Kecamatan Kayuagung Kabupaten OKI. The time used by researchers lasted for 4 months. The variables that researchers examine in this study using independent variables (free) are the effect of the physical work environment and work discipline on employee performance. The dependent variable is employee performance.

This study uses quantitative data types (Sugiyono, 2019), states that the definition of qualitative research is research that intends to understand phenomena about what is experienced by research subjects such as behavior, perceptions, motivations, actions and others holistically and by means of descriptions in the form of words and language, in a special natural context by utilizing various natural methods.

The data sources in this study used primary data sources and secondary data sources. Primary data is data obtained directly by researchers in the field through respondents by means of observation, interviews and distributing questionnaires. Secondary data is a variety of information that has been previously and deliberately collected by researchers used to complement research data needs

Data collection techniques in this study used interviews, questionnaires, observation. The slovin technique is a statistical method used to determine the sample size in research by calculating the number of samples needed in a large and limited population, and wants to be the object of research. the population of employees of the Celikah Health Center, Kayuagung District, OKI Regency is 80 samples. after rounding, the number of samples needed is 80 employees. In this study, researchers used analysis techniques in the form of Statistical Program For Social Science (SPSS).
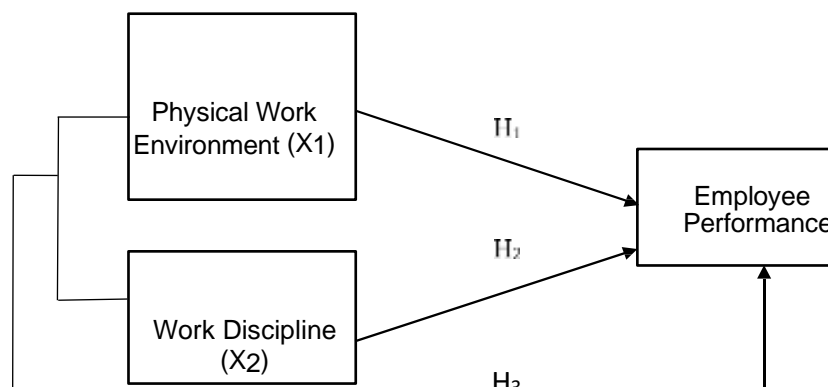
Research framework

Figure 1. Framework

Research Hypothesis
Based on the above conceptual framework as stated, the hypothesis of this study is:

1. H1 : The physical work environment affects the performance of employees of the Celikah Health Center, Kayuagung District, OKI Regency.
2. H2 : Work discipline affects the performance of employees of the Celikah Health Center, Kayuagung District, OKI Regency.
3. H3 : The physical work environment and work discipline on the performance of employees of the Celikah Health Center, Kayuagung District, OKI Regency

3.   RESULT AND DISCUSSION
Validity Test

The criteria for determining the validity of an instrument item is if the r-count> r-table value, then the item is declared valid and qualified to be used as a research measuring instrument (Ghozali, 2018). The results of the research instrument validity test are presented as follows:

Table 1. Data Table of the Results of the Validity Test of the Physical Work Environment Variable Instrument Items (X1)

Variable	Item	r-count *(Corrected Item-Total Correlation)*	r-table (df:80)	Interpretation
Physical Work Environment (X1)	1	0.314	0,220	Valid
	2	0.316	0,220	Valid
	3	0.403	0,220	Valid
	4	0.522	0,220	Valid
	5	0.322	0,220	Valid
	6	0.493	0,220	Valid

Source: attachment 1. Processed by researchers using SPSS V.25 (2023)

Based on the data from the validity test results of the physical work environment variable item (X1) consisting of 6 statement items in Table 1, it is found that the acquisition value of the r-count correlation test results for all statement items is greater than the r-table value (r-count> r-table 0.220).

Thus, these results indicate that at a significant level of 5% (0.05) all items of the physical work environment variable instrument are declared valid and qualify as measuring instruments for the research variables, so that further analysis can be carried out.

Table 2. Data Table of Variable Instrument Item Validity Test Results Work Discipline (X2)

Variable	Item	r-count *(Corrected Item-Total Correlation)*	r-table (df:80)	Interpretation
Work discipline (X2)	1	0.410	0,220	Valid
	2	0.533	0,220	Valid
	3	0.402	0,220	Valid
	4	0.372	0,220	Valid
	5	0.598	0,220	Valid

Source: attachment 2. Processed by researchers using SPSS V.25 (2023)

Based on the data from the validity test results of the work discipline variable instrument items (X2) consisting of 5 statement items in Table 2, it is found that the acquisition value of the correlation test results (r-count) for all statement items is greater than the r-table value (r-count> r-table 0.220).

Thus, these results indicate that at a significant level of 5% (0.05) all items of work discipline variable instruments are declared valid and qualified as measuring instruments for research variables, so that further analysis can be carried out.

Table 3. Data Table of Validity Test Results of Variable Instrument Items
Employee Performance (Y)

Variable	Item	r-count *(Corrected Item-Total Correlation)*	r-table (df:80)	Interpretation
	y_1	0.458	0,220	Valid
	y_2	0.383	0,220	Valid
	y_3	0.502	0,220	Valid
Employee performance (Y)	y_4	0.480	0,220	Valid
	y_5	0.642	0,220	Valid
	y_6	0.656	0,220	Valid
	y_7	0.307	0,220	Valid
	y_8	0.559	0,220	Valid
	y_9	0.412	0,220	Valid
	y_10	0.303	0,220	Valid

Source: attachment 3. Processed by researchers using SPSS V.25 (2023)

Based on the data from the validity test results of the employee performance variable instrument items (Y) consisting of 10 statement items in Table 3, it is found that the acquisition value of the correlation test results (r-count) for all statement items is greater than the r-table value (r-count> r-table 0.220).

Thus, these results indicate that at a significant level of 5% (0.05) all items of the employee performance variable instrument are declared valid and qualified as measuring instruments for the research variables, so that further analysis can be carried out.

Reliability Test
The statistical method used in this test is the Cronbach Alpha test. The test criteria are if the reliability coefficient value (Reliability Coefficient Alpha) is greater than 0.60 (Cronbach's Alpha> 0.60), then the instrument data measured as a variable measuring instrument is reliable, which is reliable and reliable (Ghozali, 2018). The results of the instrument data reliability test are presented below.

Table 4. Table Summary of Data on Instrument Reliability Test Results
Variable X1, X2 and Y

No	Variable	N items	Cronbach's Alpha	Description
1.	Physical work environment (X1)	6	0,662	Reliable
2.	Work discipline (X2)	5	0,726	Reliable
3.	Employee performance (Y)	10	0,747	Reliable

Source: Processed by researchers using SPSS V.25. Year 2023

Based on the data from the instrument reliability test results in Table 4, the Cronbach's Alpha reliability coefficient value for the physical work environment variable (X1) is 0.662, the work discipline variable (X2) is 0.726 and the employee performance variable (Y) is 0.747.

This value shows that the Cronbach's Alpha reliability coefficient value of all variables is greater than 0.60 (Cronbach's Alpha> 0.60). Thus, at a significant level of 5% (0.05) the respondent's answer score data on the variable instrument of the physical work environment, work discipline and employee performance can be declared reliable because it meets the reliable and trustworthy requirements as a measuring instrument for research variables. So that the data is eligible for further analysis.

Classical Assumption Test
Data Normality Test
This normality test is carried out because the data tested with parametric statistics must be normally distributed. A good regression model is to have a normal or near normal data distribution. To test the normality of the data, this study used One Sample Kolmogorov-Smirnov.

According to (Ghozali, 2018), that the residual distribution can be seen with the following criteria:

a. If the Kolmogorov Smirnov probability value> 0.05, then the data distribution is said to be normal.

b. If the Kolmogorov Smirnov probability value <0.05, then the data distribution is said to be abnormal.

The results of the data normality test produce the values as listed in Table 5 below.

Table 5. Research Data Normality Test Results

One-Sample Kolmogorov-Smirnov Test		Unstandardized Residual
N		80
Normal Parameters[a,b]	Mean	.0000000
	Std. Deviation	2.61988023
Most Extreme Differences	Absolute	0.069
	Positive	0.058
	Negative	-0.069
Test Statistic		0.069
Asymp. Sig. (2-tailed)		0.200[c,d]
a. Test distribution is Normal.		
b. Calculated from data.		
c. Lilliefors Significance Correction.		

Source: Processed by researchers using SPSS V.25 (2023)

The results of the sample data normality test (unstandardized residual) using Kolmogrov-Smirnov statistical analysis at the level of confidence (Significance Level) 0.05, resulted in an Asymp. Sig (two tailed) of 0.200 is greater than 0.05 (0.200> 0.05).

Thus, statistically at a significant level of 0.05 these results indicate that the variation in the distribution of research data is declared normally distributed and meets the requirements for multiple linear regression analysis.

Multicollinearity Test

The results of the multicollinearity test on regression modeling with dependent variable earnings management data (Y) through the VIF (variance inflation factor) and tolerance values are presented in Table 6 as follows.

Table 6. Table of Tolerance and VIF Values of Multicolonieriety Test Results Independent Variable

No	Variable	Tolerance	VIF	Description
1	Physical work environment	0,917	1,009	No indication of multicollinearity
2	Work discipline	0,962	1,040	No indication of multicollinearity

Source: Processed by Researchers using SPSS V.25 Year 2023

Thus, based on the tolerance value (Tolerance) and VIF (Variance Inflation Factor) value of the multicollinearity test results on the physical work environment variable data and the work discipline variable, it can be explained that at a significant level of 0.05 the regression modeling with employee performance data as the dependent variable (Y) is declared free from multicollinearity problems between independent / explanatory variables and is eligible for further analysis.

Heteroscedasticity Test

A good regression model is one with homoscedasticity or no heteroscedasticity (Ghozali, 2018). Decision-making criteria.

a. If the significance value (Sig.) > 0.05, then there are no symptoms of heteroscedasticity
b. If the significance value (Sig.) <0.05, then there are symptoms of heteroscedasticity The results of the heteroscedasticity test data using the Gelser Test are presented in data Table 7 as follows:

Table 7. Heteroscedasticity Test Results Free Variable Data

Model	Coefficients^a				
	Unstandardized Coefficients		Standardized Coefficients	t-count	Sig.t
	B	Std. Error	Beta		
1 (Constant)	1,772	1,975		0,897	0,372
Physical work environment	0,041	0,088	0,055	0,474	0,637
Work discipline	0,028	0,104	0,032	0,272	0,786

a. Dependent Variable: ABS_res

Source: Processed by Researchers using SPSS V.25 Year 2023

Based on the data in Table 7, the results of the heteroscedasticity test of the independent variable data using the Glejser test method at a significant level of 0.05, show the significance value of each independent variable, namely the physical work environment variable of 0.637 and work discipline of 0.786. The t significance value of these two independent variables is greater than (>) 0.05. Thus, it can be explained that statistically at a significant level of 0.05 the regression modeling is free from heteroscedasticity problems between independent / explanatory variables and qualifies for further analysis.

Multiple Linear Regression Test
The Effect of Physical Work Environment and Work Discipline on Employee Performance

The following are the results of multiple linear regression analysis to answer the problem that the researcher studies, namely how the physical work environment affects employee performance simultaneously and partially. The analysis used uses multiple linear regression analysis with the formula model as below:

$$Y = a + b1X1 + b2X2 + e$$

The following will describe the analysis of the calculation results using multiple linear regression in Table 8 below:

Table 8. Table of Regression Coefficient t Values in Multiple Linear Regression Equation Formula Model Test

Model	Unstandardized coefficients		Standardized coefficients	t-hitung	Sig.t
	B	Std. error	Beta		
(Constant)	24.452	3.413		7.165	0.000
Physical work environment	0.419	0.151	0.411	3.938	0.004
Work discipline	0.715	0.179	0.496	4.957	0.000

Source: attachment 6. Processed by researchers using SPSS V.25 (2023)

To determine the formulation of a multiple linear regression equation of the effect of physical work environment variables and work discipline on employee performance at the Celikah Health Center, Kayuagung District, OKI Regency, a regression coefficient value analysis was carried out. As a result, the double regression constant value is 24.452, the regression coefficient value of the physical work environment variable (X1) is 0.419 and the regression coefficient value of the work discipline variable (X2) is 0.715.

Based on the results of the regression coefficient analysis of the effect of the physical work environment and work discipline on employee performance, the formula model of the multiple linear regression equation obtained is:

Employee performance = 24.452 + 0.419 (Physical work environment) + 0.715 (Work discipline). The estimated value of the data in the multiple linear regression equation model above can be interpreted and has the following meaning:

a. The constant value is 24.452, meaning that the level of employee performance at the Celikah Health Center, Kayuagung District, OKI Regency can be assumed to be 24.452 points with the condition that the factors of physical work environment level and work discipline at this time are constant or fixed (0).

b. The regression coefficient value of the physical work environment (X1) is 0.419 and the significant probability value of t is 0.004 (<0.05). These results indicate that if the physical work environment factor can be improved 1 point better, then employee performance will be able to increase by 0.419 points higher than the constant condition (0).

c. The regression coefficient value of work discipline (X2) is 0.715 and the significant probability value of t is 0.000 (<0.05). These results indicate that if the work discipline factor increases by 1 point better, employee performance will be able to increase by 0.715 points higher than the constant condition (0).

Correlation Coefficient Test

Correlation coefficient analysis (R) is used to determine the strength of the relationship between the physical work environment and work discipline with employee performance. The data from the regression analysis results shown through Model Summary, the correlation coefficient (R) value is obtained as shown in Table 9 below.

Tabel 9. Table of Correlation Coefficient Values and Coefficient of Determination

Model Summaryb

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	0,689a	0,475	0,453	2,65369

a. Predictors: (Constant), Work discipline, Physical work environment
b. Dependent Variable: Employee Performance
Source: attachment 6. Processed by researchers using SPSS V.25 (2023)

Based on the data in Table 9, the correlation coefficient (R) value is 0.689. This value indicates that there is a positive relationship between the physical work environment and work discipline with employee performance by 68.9 percent. Thus, these results indicate that the high and low performance of employees at the Celikah Health Center, Kayuagung District, OKI Regency is inseparable from the physical work environment factors and existing work discipline. This means that if the physical work environment conditions are good and employee discipline is high, the performance produced by employees will also increase. Conversely, if the physical work environment conditions are poor and employee discipline is low, the performance produced by employees at the Celikah Health Center, Kayuagung District, OKI Regency will also decrease.

Determination Coefficient Test

The coefficient of determination analysis (R^2 or R-Square) aims to determine how much the ability of the physical work environment variable (X1) and work discipline (X2) to explain the employee performance variable (Y). This analysis is carried out to measure the proportion or percentage of the total variation of the dependent variable (Y), or to measure the contribution / influence of the independent variable (X) on the dependent variable (Y).

Based on the results of the regression analysis shown through the Model Summary in Table 9, the coefficient of determination (R^2) is 0.475. So, this value shows that 47.5 percent of

the variation in employee performance can be explained through physical work environment factors and work discipline.

Thus, based on the data from the findings of this coefficient of determination analysis, it can be stated that the physical work environment and work discipline factors have a positive influence on employee performance at the Celikah Health Center, Kayuagung District, OKI Regency by 47.5 percent, while the remaining 52.5 percent is influenced by other factors not examined such as leadership, motivation, compensation, organizational culture, work ethic and others.

F Test (Anova)

The F test analysis (anova) was conducted to test the feasibility level of the multiple linear regression equation model and the level of significance of the influence of the fission work environment (X1) and work discipline (X2) together (simultaneously) on employee performance (Y). The results of the analysis can be seen in Table 10 below:

Tabel 10. Table of Probability Value of F-test: Level of Significance of the Effect of Physical Work Environment and Work Discipline on Employee Performance Simultaneously

Model	Sum of squares	df	Mean square	F-hitung	Sig.F
Regresi	15.712	2	7.856	11.116	0.000[b]
Residual	542.238	77	7.042		
Total	557.950	79			

Source: attachment 6. Processed by researchers using SPSS V.25 (2023)

Based on the data from the test results together (simultaneously) using the F test analysis (Anova) in Table 10, the F-count value of the effect of X1 and X2 on Y with degrees of freedom (df_2: 77) is 11.116 with a probability value (sig.F) of 0.000. Based on the data above, then at a significant level of 5% (0.05) the significant probability value of F 0.000 <0.05. Thus it can be concluded that:

1. The modeling of the multiple linear regression equation formula built to explain the effect of the physical work environment and work discipline on employee performance, meets the fit criteria and is feasible to use.
2. Physical work environment and work discipline simultaneously have a significant effect on employee performance.

Hypothesis Test

The determination of the research hypothesis is stated as follows:

H1 : It is suspected that the physical work environment affects the performance of employees of the Celikah Health Center, Kayuagung District, OKI Regency.

H2 : It is suspected that work discipline affects the performance of employees of the Celikah Health Center, Kayuagung District, OKI Regency.

H3 : It is suspected that the physical work environment and work discipline affect the performance of employees of the Celikah Health Center, Kayuagung District, OKI Regency.

Partial research hypothesis testing for H1 and H2 will be carried out with t test analysis, while for simultaneous hypothesis testing H3 using the statistical F test. The criteria for determining the research hypothesis are as follows:

1. Partial hypothesis H1, if the probability value sig.t <0.05, then hypothesis H1 is accepted. This means that partially the physical work environment has a significant effect on employee performance.
2. Partial hypothesis H2, if the probability value of sig.t <0.05, then hypothesis H2 is accepted. This means that partially work discipline has a significant effect on employee performance.
3. Simultaneous hypothesis H3, if the probability value sig.F < 0.05, then hypothesis H3 is accepted. This means that simultaneously the physical work environment and work discipline have a significant effect on employee performance.

Based on the results of the multiple linear regression statistical analysis, the following Table 11 will present a data recap of the probability coefficient value of the t test results (Sig.t) for partial hypotheses H1 and H2, as well as the probability coefficient value of the F test results (Sig.F) for the simultaneous hypothesis H3.

Tabel 11. Data Summary Table of the Probability Coefficient Value of Hypothesis Test t (Partial) and F Test (Simultaneous)

Ha	Parameter	Koefisien Probabilitas		Description
		(Sig.F)	(Sig.t)	
H_1	Physical work environment	-	0,004	Significant
H_2	Work discipline	-	0,000	Significant
H_3	Physical work environment and work discipline	0,000	-	Significant

Source: Processed by researchers using SPSS V.25 (2023)

Based on the data from the statistical t test analysis of the physical work environment variable parameters in Table 11 above, a significant probability coefficient t (Sig.t) of 0.004 is obtained. So, the probability value of Sig.t 0.004 <0.05. Thus, statistically at a significant level of 5% (0.05), it can be stated that the partial hypothesis H1 is proven and accepted. The findings of the results of this study indicate that the physical work environment has a significant effect on employee performance at the Celikah Health Center, Kayuagung District, OKI Regency. This means that the better the physical work environment conditions at the Celikah Health Center, Kayuagung District, OKI Regency, the higher the performance produced by employees.

The Effect of Physical Work Environment on Employee Performance
The results of this study are in line with the theory put forward by (Sedarmayanti, 2010), that an organization can maintain and improve employee performance, one of the things that can be done is to maintain or create a good work environment for employees within the company. The work environment is the overall tooling and materials faced, the environment around which a person works, his work methods, and his work arrangements both as an individual and as a group.

The findings of the results in this study also support the research conducted by (Desminar et al., 2022; Josiah, 2018; Pusparani, 2021; Sandhi et al., 2023; Saputri & Ayuningtias, 2022) The results showed that the physical work environment has a significant effect on employee performance. Employee performance will be higher if the existing physical work environment factors are good

Based on the description above, it proves that the high and low performance of employees at the Celikah Health Center, Kayuagung District, OKI Regency is strongly influenced by how the condition of the physical work environment of the existing room. So, as an effort to improve employee performance in the future, it must receive serious attention from the leadership as a top priority to make improvements in the office room. These conditions include ventilation factors for air circulation and exchange, harmony between the color of the floor of the room and the walls and ceiling of the room, and indirect lighting in the room. Furthermore, some factors that also need to be improved are the direct lighting of the room, the ability of the room to reduce noise and commotion from outside and the level of air cleanliness to be completely free from dust and other pollutants.

Thus, the creation of good, calm and comfortable physical work environment conditions at the Celikah Health Center, Kayuagung District, OKI Regency is expected to be able to contribute positively more optimally in supporting employee performance in order to be able to provide optimal work results for the organization will be realized.

Effect of Work Discipline on Employee Performance
Based on the data from the statistical t test analysis of the work discipline variable parameters in Table 11, a significant probability coefficient t (Sig.t) of 0.000 is obtained. So, the probability value of Sig.t 0.000 <0.05. Thus, statistically at a significant level of 5% (0.05) it can be stated that the partial hypothesis H2 is proven and accepted.

The findings of the results of this study indicate that work discipline has a significant effect on employee performance at the Celikah Health Center, Kayuagung District, OKI Regency. This means that the higher the work discipline, the higher the performance produced by the employees of the Celikah Health Center, Kayuagung District, OKI Regency. The results of this study are in line with the theory put forward by (Syahida & Suryani, 2018) that work discipline is one of the important factors in an organization. This is considered an important factor because organizational discipline affects employee performance. The higher the employee discipline, the higher the performance. Then the employee will produce adequate workload and quality (performance).

The findings of the results in this study support previous research conducted by (Defitamila & Saleh, 2022; Fitriani & Sudarwadi, 2018; Rastana et al., 2021). The results show that work discipline affects employee performance variables.

Based on the description above, it proves that one of the important factors influencing the less than optimal performance of employees of the Celikah Health Center, Kayuagung District, OKI Regency is the level of employee work discipline. Therefore, one of the efforts to improve employee performance in the future is to improve employee work discipline. Leaders must make this a top priority for their policies to immediately make improvements to improve employee work discipline, including through attention, coaching, training, and strict action indiscriminately in enforcing regulations. So it is hoped that this will be able to increase employee obedience to superior directions, increase employee awareness and a sense of responsibility in working to get better results, enter and attend according to regulations, and in carrying out work be able to follow the established work procedures properly.

Thus, through these reform and improvement efforts, it is hoped that it will be possible to create good and expected conditions for the work discipline of employees of the Celikah Health Center, Kayuagung District, OKI Regency, so that this will be able to contribute positively more optimally in supporting employee performance in order to be able to provide optimal work results for the organization in the future.

Effect of Physical Work Environment and Work Discipline on Employee Performance
Based on the data on the probability coefficient value of the statistical F test analysis results on the variable parameters of the physical work environment and work discipline in Table 11 above, a significant probability coefficient value F (Sig.F) of 0.000 is obtained. The Sig.F probability value of 0.000 shows less than <0.05. Thus, statistically at a significant level of 5% (0.05) it can be stated that the simultaneous hypothesis H3 is accepted. Proving that simultaneously the physical work environment and work discipline have a significant effect on employee performance.

The findings of the results of this study indicate that the physical work environment factor and work discipline have a significant effect on employee performance at the Celikah Health Center, Kayuagung District, OKI Regency by 47.5 percent. This means that the better the physical work environment and the higher the work discipline that exists in employees, the higher the performance produced by employees of the Celikah Health Center, Kayuagung District, OKI Regency.

The results of this study are in line with the theory put forward by (Nur Baiti & Kustiyah, 2020), that the physical work environment and employee discipline in an organization are very important. With a good physical work environment and high work discipline, these employees will have a strong motivation to do their work effectively and efficiently. The findings of the results in this study also support the research conducted by (Abdul & Saleh, 2018; Feel et al., 2018; Hustia, 2020) The results show that the physical work environment and work discipline together have a significant effect on performance variables.

Performance is basically what employees do or do not do. Performance will affect how much they contribute to the organization in the form of quantity and quality of service, timeframe and cooperative attitude in the organization. To achieve optimal employee performance, organizations must be able to pay attention to several factors.

Performance is basically what employees do or do not do. Performance will affect how much they contribute to the organization in the form of quantity and quality of service, timeframe and cooperative attitude in the organization. To achieve optimal employee performance, the organization must be able to pay attention to several factors, including factors of employee quality and ability, namely matters related to education / training, work ethic, work discipline, mental attitude and physical condition of employees. Supporting facilities factors, namely matters relating to the work environment (occupational safety, occupational health, production facilities, technology) and matters relating to employee welfare (wages/salaries, social security, job security). As well as supra-facilities factors, namely matters relating to government policy and industrial relations management.

Based on the description above, it proves that the less than optimal performance of employees of the Celikah Health Center, Kayuagung District, OKI Regency is greatly caused by the condition of the physical work environment and the level of employee discipline which is also not optimal. For this reason, in the future, in an effort to improve employee performance, it is hoped that the organization can pay more serious attention to immediately improve it, such as by making improvements to the physical work environment of the existing room. In addition, there are efforts to further increase attention and guidance to employees, provide opportunities for education and training, promotions and clear career paths, and apply strict action indiscriminately in enforcing regulations. In the future, the conditions are expected to contribute to better employee performance because in carrying out their work employees can be more thorough and careful, be more honest, and be able to establish good communication and cooperation with superiors and coworkers. Furthermore, employees can be more efficient, more disciplined, more initiative and creative at work. So it is expected that employees will be able to provide optimal quality and quantity work results and can meet organizational expectations.

Thus, through these reform and improvement efforts, it is hoped that in the future it will be able to create employees of the Celikah Health Center, Kayuagung District, OKI Regency who are able to provide their best performance and in accordance with the expectations of the organization in the future.

4.   CONCLUSION

Based on the findings of the results in this study, the conclusions that can be put forward based on the data analysis and discussion previously described are that the physical work environment has a significant effect on the performance of employees of the Celikah Health Center, Kayuagung District, OKI Regency (Sig.t 0.004 <0.05). The better the physical work environment, the higher the performance produced by employees. Work discipline has a significant effect on the performance of employees of the Celikah Health Center, Kayuagung District, OKI Regency (Sig.t 0.000 <0.05). The higher the work discipline, the higher the performance produced by employees. The physical work environment and work discipline have a significant effect on the performance of employees of the Celikah Health Center, Kayuagung District, OKI Regency by 47.5 percent, while the remaining 52.5 percent is influenced by other factors not examined such as leadership, motivation, compensation, organizational culture, work ethic and others (Sig.F 0.000 <0.05). The better the physical work environment and work discipline, the higher the performance produced by employees.

REFERENCES

Abdul, O., & Saleh, R. (2018). Pengaruh Disiplin Kerja, Motivasi Kerja, Etos Kerja Dan Lingkungan Kerja Terhadap Produktivitas Kerja Karyawan Bagian Produksi Di Pt. Inko Java Semarang. *Among Makarti : Jurnal Ekonomi Dan Bisnis*, *11*(1). https://doi.org/http://dx.doi.org/10.52353/ama.v11i1.160

Afandi, P. (2018). *Manajemen Sumber Daya Manusia (Teori, Konsep dan Indikator).* Zanafa Publishing.

Defitamila, S., & Saleh, B. (2022). Pengaruh Lingkungan Kerja Fisik dan Disiplin Kerja Terhadap Kinerja Karyawan Laboratorium Klinik Otrismo Medical Center Kota Bekasi. *YUME: Journal of Management*, *5*(2), 89–99. https://doi.org/10.37531/yume.vxix.3456

Desminar, A., Umi Kalsum, E., & Nur'Ainun. (2022). Pengaruh Kompensasi, Lingkungan Kerja Fisik Dan Disiplin Kerja Terhadap Kinerja Pegawai Di Upt V Bpprd (Badan Pengelola Pajak Dan Retribusi Daerah) Kota Medan. *Jurnal BONANZA*, *2*(2), 39–48. https://doi.org/https://doi.org/10.54123/bonanza.v2i2.192

Feel, N. H., Herlambang, T., & Rozzaid, Y. (2018). Pengaruh Disiplin Kerja, Budaya Organisasi Dan Lingkungan Kerja Terhadap Kinerja Pegawai. *Jurnal Penelitian Ipteks*, *3*(2), 176–185. https://doi.org/https://doi.org/10.32528/ipteks.v3i2.1892

Fitriani, D., & Sudarwadi, D. (2018). Lingkungan Kerja Fisik, Lingkungan Kerja Non Fisik, Dan Disiplin Kerja Terhadap Kinerja Pegawai Guru Smk Negeri 1 Manokwari. *Cakrawala Management Business Journal*, *1*(1), 119–133. https://doi.org/https://doi.org/10.30862/cm-bj.v1i1.8

Ghozali, I. (2018). *Aplikasi analisis multivariate dengan program IBM SPSS 25 edisi ke-9.* Universitas Diponegoro.

Herlambang, G. G., TH, M. N., & Setiawati, A. (2022). Pengaruh Disiplin Dan Lingkungan Kerja Fisik Terhadap Kinerja Pegawai. *Dikombis: Jurnal Dinamika Ekonomi, Manajemen, Dan Bisnis*, *1*(2), 197–206.

Hustia, A. (2020). Pengaruh Motivasi Kerja, Lingkungan Kerja Dan Disiplin Kerja Terhadap Kinerja Karyawan Pada Perusahaan WFO Masa Pandemi. *Jurnal Ilmu Manajemen*, *10*(1), 81. https://doi.org/10.32502/jimn.v10i1.2929

Josiah, T. (2018). The Influence Of Work Discipline And Physical Work Environment On Employee Performance In The Dinas Lingkungan Hidup Kabupaten Pesisir Barat. *Jurnal Ilmu Manajemen Saburai*, *4*(1). https://doi.org/https://doi.org/10.24967/jmb.v4i1.750

Kristiadi, & Asmu'I, hasanur A. (2019). Pengaruh Kepemimpinan Transformasional, Lingkungan Kerja Fisik dan Disiplin Kerja terhadap Kinerja Pegawai pada Perusahaan Daerah Air Minum (PDAM) Puruk Cahu. *Jurnal Bisnis Dan Pembangunan, Edisi Juli-Desember*, *8*(2), 24–37. Https://Doi.Org/Http://Dx.Doi.Org/10.20527/Jbp.V8i2.7917

Nur Baiti, K., & Kustiyah, E. (2020). Produktivitas Kerja Karyawan Ditinjau Dari Motivasi, Disiplin Kerja Dan Lingkungan Kerja Pada Pt. Iskandar Indah Printing Textile Surakarta. *Jurnal Ilmiah Edunomika*, *04*(01), 69–87.

Pusparani, M. (2021). Faktor Yang Mempengaruhi Kinerja Pegawai (Suatu Kajian Studi Literatur Manajemen Sumber Daya Manusia). *Jurnal Ilmu Manajemen Terapan*, *2*(4), 534–543. https://doi.org/https://doi.org/10.31933/jimt.v2i4.466

Rastana, I. M. S., Mahayasa, I. G. A., & Premayani, N. W. W. (2021). Pengaruh Lingkungan Kerja Fisik dan Disiplin Kerja Terhadap Kinerja Pegawai Pada Badan Keuangan Daerah di Kabupaten Tabanan. *Widya Amrita:Jurnal Manajemen, Kewirausahaan Dan Pariwisata*, *1*(3), 834–843.

Sandhi, N., Riana Dewi, S., & Erlina Gentari, R. (2023). Pengaruh Keterampilan Kerja, Lingkungan Kerja Fisik, Dan Disiplin Kerja Terhadap Produktivitas Kerja. *Jurnal Ekobis Dewantara*, *6*(1).

Saputri, N. A., & Ayuningtias, H. G. (2022). Pengaruh Disiplin Kerja Terhadap Kinerja Karyawan PT Arma Anugerah Abadi Wilayah Kota Medan. *EProceedings of Management*, *9*(2).

Sedarmayanti. (2010). *Sumber Daya Manusia Dan Produktivitas Kerja*. PT. Refika Aditama.

Sugiyono. (2019). *Metodelogi Penelitian Kuantitatif dan Kualitatif Dan R&D*. CV Alfabeta.

Syahida, N., & Suryani, N. (2018). Pengaruh Disiplin Kerja, Lingkungan Kerja Fisik, Dan Motivasi Kerja Terhadap Kinerja Perangkat Desa. *Economic Education Analysis Journal*, *7*(2), 610–623. http://journal.unnes.ac.id/sju/index.php/eeaj