

The Influence of Physical Work Environment and Work Discipline on Employee Performance in The Kalidoni Village Office

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ABSTRACT

This study aims to determine how the influence of the physical work environment and work discipline on employee performance at the kalidoni village office. In this study collected through distributing questionnaires with 57 respondents. The theory used in this study relates to the physical work environment and work discipline. This type of research uses research instruments in the form of questionnaires and data analysis techniques using IBM SPSS V25 for windows. There are also data analysis techniques in this study including multiple linear analysis validity tests, t tests, f tests and determination tests. From the results of the tests carried out partially the physical work environment has a significant positive effect on employee performance of 0.00 and work discipline has a positive and significant effect on employee performance of 0.023 and simultaneously the physical work environment and work discipline on employee performance have a positive and significant effect on employee performance of 0.00.

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1. INTRODUCTION

Human resource management is an aspect that is needed in developing abilities or planning for humans themselves. According to (Sandhi et al., 2023), human resource management is a necessary activity in all organizations that affects decisions not only to achieve their success but also about employee behavior, performance and satisfaction, and determines organizational efficiency and effectiveness. The opinion of (Kristiadi & Asmu'l, 2019) explains that human resources is the process of dealing with various problems within the scope of all employees, managers or all organizations, institutions, support organizations in all activities to achieve predetermined goals, so that employee performance increases. One of the factors that affect employee performance is the physical work environment because it can create a binding working relationship between the people in it and relate to employees in doing their jobs. The work environment also has an important role in improving employee performance through a good physical environment, such as creating a safe and comfortable atmosphere for employees including providing work safety facilities and tools, maintaining the cleanliness of the workplace, and increasing employee morale in every activity, so that physical and non-physical conditions are adequate, work productivity will increase (Desminar et al., 2022). According to (Herlambang et al., 2022) explains that the work environment significantly affects employee performance. In

the formation of a quality environment, it shows that the success of an organization is achieved, but if the work environment is not good, it can cause a lack of encouragement and even passion for work which is a factor in decreasing employee performance. The physical work environment has a direct impact on employees' ability to perform work that improves organizational performance. Therefore, it is necessary to strive for a good and comfortable physical work environment.

Physical work environment factors include color, lighting, air, noise, space, security and cleanliness. Another element that can affect performance is work discipline. The responsibility of an employee in carrying out obligations will reflect quality work discipline. Therefore, every leader always tries to make their members have good discipline.

The discipline in question is when employees come and go home on time, complete tasks correctly, and obey the rules applied by the company. In general, it can be defined as management activities in implementing organizational standards. This encourages morale, morale, and achievement of company, employee and community goals. According to (Krisyanto, 2022) work discipline is the ability of a person to work regularly, persistently diligent and work in accordance with applicable rules by not violating established rules. Discipline on the other hand is the awareness and willingness of employees to obey all organizational rules and social norms that apply. Thus, work discipline is a tool used by leaders to communicate with employees so that they are willing to change their behavior to follow the established rules of the game (Fajar Pono et al., 2022).

According to Hasibuan (2018) performance is the result that a person has achieved in carrying out the tasks assigned to him which is based on skills, experience and seriousness and time. Meanwhile, according to Wuryaningsih and Kuswati in (Syahida & Suryani, 2018) say that performance is a benchmark for employees in carrying out tasks that are targeted to be completed and efforts to conduct performance appraisals are important with the knowledge of appropriate performance measurements. Performance or performance can be interpreted as an achievement or achievement that a person has made in carrying out the tasks assigned properly and in accordance with expectations. The Kalidoni Village Head Office is located on Jl. Lrtkol HM Effendi No.1RT.Rw/.07, Sri Mulyo, Kalidoni Sub-District, Palembang City, South Sumatra 30118. The Lurah Office has the main task of carrying out government authority delegated by the sub-district head according to the characteristics of the region and regional needs and carrying out other government duties based on statutory provisions. The importance of paying attention to employee performance at the Kalidoni Head of Village Office needs to be considered and several factors that can affect employee performance include discipline and work environment.



Figure 1. Kalidoni Village Head Office

The environmental conditions of the Kalidoni Lurah Office have not supported employees to work comfortably, it can be seen from the paper files scattered around the employee's workplace, the lighting is not so bright, the workspace is inadequate so that it limits the employee's space. This is due to the lack of strict rules for employees in carrying out their work and delays in completing work on time. In addition, employee performance is also still not

in line with expectations, it can be seen when employees cannot meet the community target as late as it should be set in the regulations.

In research conducted by (Fitriani & Sudarwadi, 2018) The work environment has a positive and significant influence on work discipline. According to (Defitamila & Saleh, 2022) the work environment has a significant positive effect on employee performance. Research conducted by (Rastana et al., 2021) found that the work environment has a significant positive effect on employee performance.

The purpose of this study was to analyze the effect of physical work environment and work discipline on the performance of employees of the Kalidoni Palembang Lurah Office.

2. RESEARCH METHOD

The type of research that the author uses is quantitative research, the object of research to be studied is employees at the Lurah Office. Physical Work Environment and Work Discipline originating from internal individuals will affect the performance of an employee in a company. The place of implementation of this research is on Jl. Lrtkol HM EffendiNo.1 RT / RW 07, SriMulyo, Kalidoni District Palembang City. Research and lasted for 4 months.

This study uses two types of data, namely qualitative data and quantitative data. According to (Sugiyono, 2019) qualitative research methods are research methods based on the philosophy of postpositivism, used to research on natural object conditions, (as opposed to experiments). According to (Sugiyono, 2019) quantitative methods are methods based on the philosophy of positivism that aim to describe and test hypotheses made by researchers.

The data sources in this study used primary data sources and secondary data sources. According to (Sugiyono, 2019) primary sources are data sources that directly provide data for data collection. Primary data is collected through interviews and survey methods using questionnaires. According to (Sugiyono, 2019) secondary sources are data that do not directly provide data for data collection. The data collection method used in this study is a questionnaire or questionnaire. The measurement scale for all indicators in each variable uses an Ordinal scale. The population in this study amounted to 57 employees who worked at the Kalidoni Lurah Office. Sampling in this study used non probability sampling with saturated sampling technique and this sampling was carried out from a population of 57 respondents. The analysis technique used in this research is SPSS 25.

Research framework

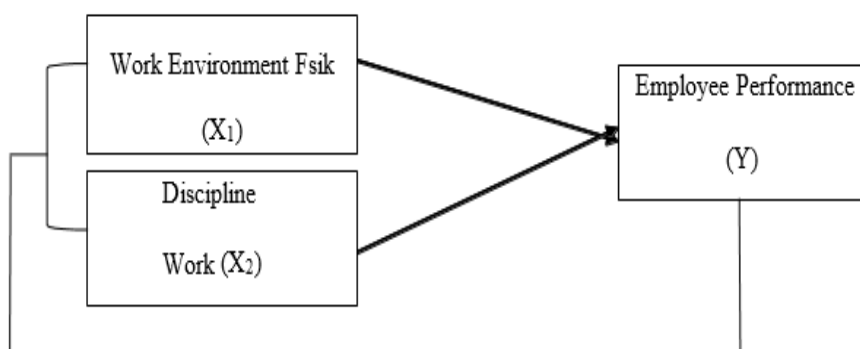


Figure 2. Framework

Research Hypothesis

Based on the formulation of the problem and the studies that have been done before, the hypotheses proposed in this study are:

- H1: The physical work environment has a positive effect on employee performance at the Kalidoni Village Head Office.

- b. H2: Work discipline has a positive effect on employee performance at the Kalidoni Head of Village Office.
- c. H3: Physical work environment and work discipline have a positive effect on employee performance at the Kalidoni Head of Village Office.

3. RESULT AND DISCUSSION

Validity Test Results

The validity test is carried out to measure whether or not the indicators or questionnaires of each variable are correct (Ghozali, 2018). The validity test results can be seen from the table below using r-count and r-table, as follows:

Table 1. Validity of the Physical Work Environment variable (X1)

Question	R-count	R-table	Description
P1	0,800	0,2272	Valid
P2	0,715	0,2272	Valid
P3	0,702	0,2272	Valid
P4	0,625	0,2272	Valid
P5	0,521	0,2272	Valid
P6	0,774	0,2272	Valid
P7	0,468	0,2272	Valid

Source: Data Processed with SPSS V25

Based on table 1, the results of validity testing for the seven items of the Physical Work Environment questionnaire (X1) obtained a value above r-table 0.2272 by comparing the r-count value (correlated item-total correlation) with the r-table value, if $r\text{-count} > r\text{-table}$ and the value is positive then the question items are declared valid, all r-counts are greater than r-table (0.2272), this means that the measuring instrument in the form of questionnaire questions has a good level of validity.

Table 2. Validity of Discipline variables (X2)

Question	R-count	R-table	Description
P1	0,750	0,2272	Valid
P2	0,677	0,2272	Valid
P3	0,578	0,2272	Valid
P4	0,751	0,2272	Valid
P5	0,523	0,2272	Valid

Source: Data Processed with SPSS V25

Based on table 2, the results of validity testing for the five questionnaire question items (X2) obtained a value above the r-table of 0.2272 by comparing the r-count (correlated item-total correlation) value with the r-table value, if $r\text{-count} > r\text{-table}$ and the value is positive then the question item is declared valid, all r-counts are greater than r-table (0.2272), this means that the measuring instrument in the form of a questionnaire question has a good level of validity.

Table 3. Validity of employee performance variables (Y)

Question	R-count	R-table	Description
P1	0,498	0,2272	Valid
P2	0,669	0,2272	Valid
P4	0,765	0,2272	Valid
P5	0,824	0,2272	Valid

Source: Data Processed with SPSS V25

Based on table 3, the results of validity testing for the five questionnaire question items (Y) obtained a value above r-table 0.2272 by comparing the r-count (correlated item-total correlation) value with the r-table value, if r-count > r-table and the value is positive then the question item is declared valid, all r-counts are greater than r-table (0.2272), this means that the measuring instrument in the form of questionnaire questions has a good level of validity.

Reliability Test Results

Reliability is actually a tool for measuring a questionnaire which is an indicator of a variable or construct (Ghozali, 2018). In this study, in testing the reliability of each instrument, the authors used the Cronbach Alpha (a) statistical test. Calculation of reliability with Cronbach Alpha (a) the instrument is said to be reliable if the Cronbach Alpha value is > 0.60

Table 4. Reliability Test

Variable	Cronbach's alpha	Standar Reliabilitas	Description
Work environment	0,776	0,60	Reliable
Physical	0,658	0,60	Reliable
Work discipline	0,789	0,60	Reliable

Source: Data Processed with SPSS V25

Based on table 4. The Cronbach's Alpha value of all variables is greater than 0.60 so it can be concluded that the indicators or questionnaires used in the physical work environment variables, work discipline, employee performance are all said to be reliable and can be trusted as variable measuring instruments.

Variable Analysis

Normality Test

The normality test aims to determine whether the dependent and independent variables are normally distributed. According to Syardiansah and Utami (2019) the normality test is used to determine the residual distribution whether the residual value obtained from the regression is normally distributed or not.

Table 5. One-Sample Kolmogorov-Smirnov Normality Test

One-Sample Kolmogorov-Smirnov Test		
		Unstandardized Residual
N		57
Normal Parameters ^{a,b}	Mean	,0000000
	Std. Deviation	2,85380786
Most Extreme Differences	Absolute	,083
	Positive	,070
	Negative	-,083
Test Statistic		,083
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: Data Processed with SPSS V25

The results of the normality test in this study indicate that the data is normally distributed. This can be proven by the value of asymp. Sig. (2-tailed) whose value is $0.200 <$ than 0.05 .

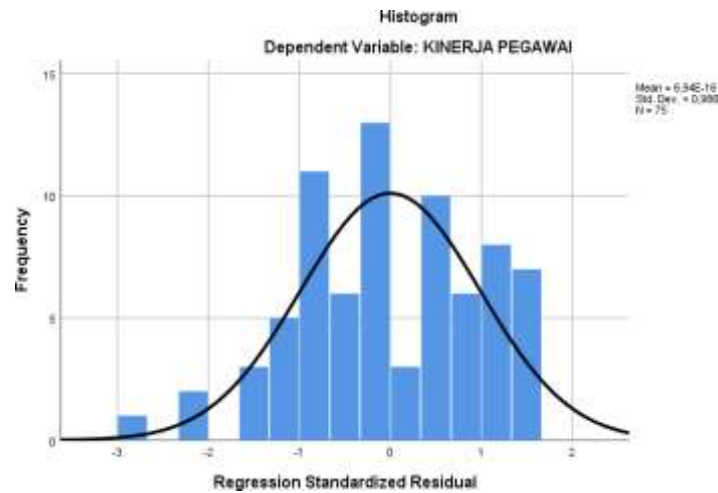


Figure 3. Histogram Graph Normality Test

Based on Figure 3, the normal plot graph display presented above, it can be seen that the chart above is shaped like an inverted bell that meets the bell line, meaning that the data can be said to be normally distributed.

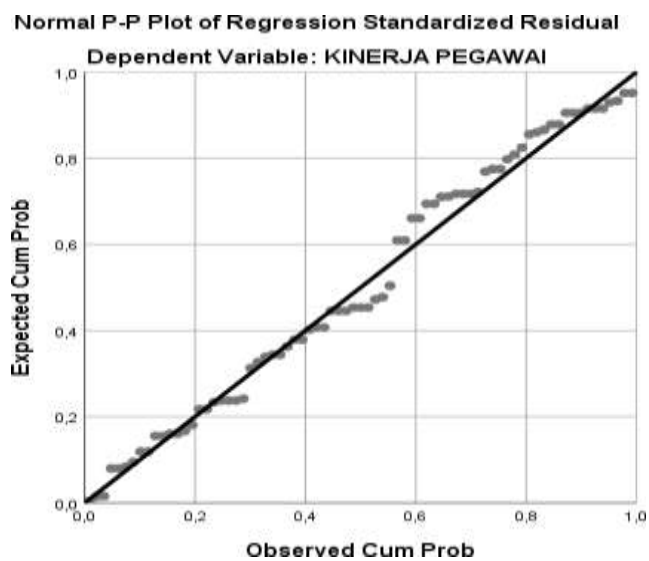


Figure 4. Normal P-P Plott Graph Normality Test

Based on Figure 4, the P-P Plot graph also shows the conclusion that the dots follow and approach the diagonal line so it can be concluded that the regression model fulfills the assumption of normality.

Heteroscedasticity Test

The heteroscedasticity test aims to determine whether in the regression model there is an inequality of variance from the residuals of one observation to another. To detect the presence or absence of heteroscedasticity, it is done by looking at whether there is a certain pattern on the plot graph between the predicted value of the dependent variable, ZPRED, and its residuals SRESID. If there is no clear pattern, and the points spread above and below the number 0 on the Y axis, then there is no heteroscedasticity. The results of the heteroscedasticity test are as follows:

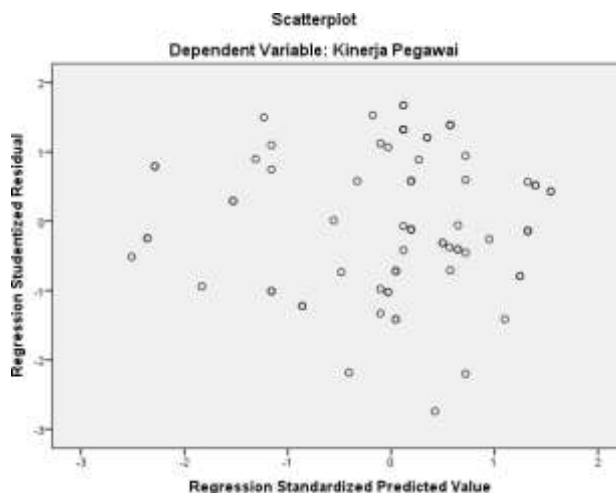


Figure 5. Heteroscedasticity test

Based on the results of the heteroscedasticity test in Figure 5, it is known that the plot graph has no clear pattern, and the points spread above and below the number 0 on the Y axis. This indicates that there is no heteroscedasticity in this research model.

Multicollinearity Test

The multicollinearity test aims to test whether the regression model finds a correlation between independent variables. To test the presence or absence of multicollinearity, the tolerance value or variance inflation factor (VIF) can be used. A low tolerance value is the same as a high VIF value (because $VIF = 1 / \text{Tolerance}$). Tolerance value ≥ 0.10 and $VIF \leq 10$, then there are no symptoms of multicollinearity. The results of the multicollinearity test are as follows:

Table 6. Multicollinearity Test

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	Collinearity Statistics	
		B	Std. Error	Beta	Tolerance	VIF
1	(Constant)	9,939	2,248			
	Work Environment Physical	,961	,249	1,126	,116	8,652
	Work Discipline	,197	,093	,228	,116	8,652

a. Dependent Variable: Employee Performance

Source: Data Processed with SPSS V25

Based on the results of the multicollinearity test output in the table, it can be seen for each independent variable, namely as follows:

- a. The tolerance value for the lifestyle variable (X1) is $0.116 > 0.10$ and the vif value is $8.652 < 10.00$, so it can be concluded that the physical work environment variable is declared not to occur multicollinearity.
- b. The tolerance value for the digital marketing variable (X2) is $0.116 > 0.10$ and the vif value is $8.652 < 10.00$, so it can be concluded that the work discipline variable is declared not to occur multicollinearity.

Multiple Linear Regression Analysis

In regression analysis, in addition to measuring the strength of the relationship between two or more variables, it also shows the relationship between the dependent variable and the independent variable (Ghozali, 2018)

Table 7. Multiple Linear Analysis

Coefficients ^a					
Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	9,939	2,248		4,421	,000
Work Environment Physical	,961	,249	1,126	3,856	,000
Work Discipline	.197	,093	.228	2.115	,023

a. Dependent Variable: Employee Performance

Source: Data Processed with SPSS V25

Based on the multiple linear regression results above, the coefficient for the constant is 9.939 and the independent variables are $x_1 = 0.961$, $x_2 = 0.197$, so that the regression equation can be presented in several ways, including the following:

Description $Y = 9.939 + 0.961 (X_1) + 0.197 (X_2) + e$

1. The constant value above shows that the independent variable is considered constant or does not experience an addition or subtraction, the average dependent variable is 9,939.
2. The physical work environment regression coefficient (X1) is 0.961. This means that for every one point increase in the physical work environment variable, it will increase the employee performance value by 0.961.
3. The work discipline regression coefficient (X2) is 0.197. This means that for every one point increase in the work discipline variable, it will reduce employee performance by 0.197.

Correlation Coefficient (R)

The data analysis technique used in this study is multiple correlation or the relationship between two or more independent variables with one or more dependent variables.

Table 8. Correlation Coefficient Test

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.539 ^a	.290	.270	2,893

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

Source: Data Processed with SPSS V25

Based on table 8, the results of the correlation (R) = 0.539 or 53.9%, from the results of these calculations indicate that the level of closeness of variable X to Y is moderate (strong enough).

Test Coefficient of Determination

Table 9. Test the Coefficient of Determination

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,539 ^a	,290	,270	2,893
a. Predictors: (Constant), Work Discipline, Physical Work Environment				

Source: Data Processed with SPSS V25

Based on the coefficient of determination table, the r^2 value is 0.290 or equal to 29.0%, this means that employee performance is influenced by the independent variables of physical work environment and work discipline by 29.0%, while the rest is influenced by other variables outside the study.

**Hypothesis Test
Partial Test (t-test)**

Table 10. Partial Test (t-test)

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	9,939	2,248		4,421	,000
	Work Environment Physical	,961	,249	1,126	3,856	,000
	Work Discipline	,197	,093	,228	2.115	,023
a. Dependent Variable: Employee Performance						

Source: Data Processed with SPSS V25

1. The physical work environment (X2) has a t value of 3.856 > t table 1.993 with a significant value of 0.000 < 0.05. Thus, it means that the physical work environment variable affects the employee performance variable.
2. Work discipline (X2) has a t value of 2.115 > t table 1.993 with a significant value of 0.023 < 0.05. Thus, it means that the work discipline variable affects the employee performance variable.

Simultaneous Test (F Test)

Table 11. Simultaneous Test (F Test)

ANOVA ^a						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	246,314	2	123,157	14,713	,000 ^b
	Residual	602,672	54	8,370		
	Total	848,987	56			
A. Dependent Variable: Employee Performance						
B. Predictors: (Constant), Work Discipline, Physical Work Environment						

Source: Data Processed with SPSS V25

Based on table 11, it can be seen that the calculated F value is 14.713 with a significant value of 0.000. While the F Table is 3.12, this shows that the F Count value is 14.713 > F Table 3.12 and a significant value of 0.000 < 0.050. So it can be concluded that simultaneously the

Physical Work Environment and work discipline have a significant effect on employee performance.

The Effect of Work Environment on Employee Performance at the Kalidoni Palembang Head Office

Based on the results of this study that there is an influence of the physical work environment on employee performance which shows that the t-count of 3.856 > from t-table 1.993 which means that partially affects employee performance. This is in line with the research of (Rahman, 2021) that the physical work environment has a positive and significant partial effect on employee performance. According to (Kurniaty, 2021) the results of hypothesis testing that the work environment has a significant positive effect on employee performance.

The Effect of Work Discipline on Employee Performance at the Kalidoni Palembang Lurah Office

Based on the results of this study that there is an effect of work discipline on employees which shows that the t-count is 2.115 > from the t-table 1.993 which means that partially affects employee performance. This is in line with research of (Syahida & Suryani, 2018) that there is a positive and significant influence between the physical and non-physical work environment, work discipline and work motivation on employee performance. Meanwhile, according to (Fajar Pono et al., 2022) work discipline has a positive and significant effect on employee performance.

The Effect of Physical Work Environment and Work Discipline on Employee Performance at the Kalidoni Village Head Office

Based on the results of this study that there is an influence of the physical work environment and work discipline on employee performance which shows that f-count 14.713 > f-table 3.12 and a significant value of 0.000 < 0.050. This is in line with research of (Fajar Pono et al., 2022) that the physical work environment and work discipline have a significant positive effect simultaneously on employee performance. According to (Defitamila & Saleh, 2022) there is an effect of physical environment performance and work discipline partially and simultaneously on employee performance.

4. CONCLUSION

Based on the data obtained after reprocessing, the results of research on the Effect of Physical Work Environment and Work Discipline on Employee Performance can be concluded. The results showed that the Physical Work Environment variable had a partially significant effect on employee performance, where the t-count of the Physical Work Environment variable (X1) was 3.856 > t-table 1.993 with a significant value of 0.000 < 0.05. The results showed that the Work Discipline variable had a partially significant effect on employee performance, where the t-count of the Work Discipline variable (X2) had a value of 2.115 > t-table 1.993 with a significant value of 0.023 < 0.05. The results showed that the Work Environment and Work Discipline variables simultaneously had a significant effect on Employee Performance where the F-count was 14.713 > F-table 3.12, and a significant value of 0.000 < 0.050. From the research results obtained the value of the correlation coefficient (R) of 0.539. This shows that the relationship between the Work Environment and Work Discipline variables on Employee Performance is (53.9%). The results obtained the coefficient of determination (R²) of 0.290. This is influenced by the independent variables Work Environment and Work Discipline by 29.0% while the remaining 71.0 is influenced by other variables outside the study.

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