

ABSTRACT

(AKBAR DIMYATI / 1900861201168 / 2024 / *THE INFLUENCE OF WORK DISCIPLINE AND WORK ENVIRONMENT ON EMPLOYEE PERFORMANCE AT PERUMDA TIRTA PENGABUAN TANJUNG JABUNG BARAT DISTRICT*/ LECTURER I DR. H. SAIYID SEKH, SE, MSi. / LECTURER II MUHAMMAD EMIL, SE, MM.)

Work discipline and work environment play a very important role in employee performance. Therefore, the aim of this research is to describe work discipline, work environment and employee performance at PERUMDA Tirta Pengaban Tanjung Jabung Barat, as well as to analyze the influence of work discipline and the environment on employee performance at PERUMDA Tirta Pengaban Tanjung Jabung Barat simultaneously. and simultaneously.

The research method in this research is descriptive and quantitative. The distribution of questionnaires with the number of samples in this research is all employees at PERUMDA Tirta Pengaban Tanjung Jabung Barat in 2022, namely 55 people, so the formula used to find the sample is according to Sarwono (2012:24) so that the sample included in this research is 55 respondents. Data analysis uses SPSS Ver 22 and uses a multiple linear regression model with the calculated results $Y = a + b_1.X_1 + b_2.X_2 + e$.

Multiple linear regression model with results $Y = 0.492 + 0.304X_1 + 0.411X_2 + e$. The Work Discipline regression coefficient (X_1) is 0.304 and the Work Environment regression coefficient (X_2) is 0.411.

The coefficient of determination = R square (R^2) is 0.514. This figure states that the Work Discipline (X_1) and Work Environment (X_2) variables are able to explain the Employee Performance (Y) variable by 51.4% and the remaining 48.6% is explained by other factors. .

Work discipline (X_1) and work environment (X_2) simultaneously have a significant effect on the Employee Performance variable (Y). Work Discipline (X_1) and Work Environment (X_2) partially have a positive and significant effect on Employee Performance (Y).

Keywords: *Work Discipline, Work Environment, Performance*