

ABSTRACT

(YULI HASNA SARI/2200861201001/2026/ THE INFLUENCE OF PHYSICAL WORK ENVIRONMENT AND WORK DISCIPLINE ON THE PERFORMANCE OF EMPLOYEES AT THE PAAL MERAH SUB-DISTRICT OFFICE OF JAMBI CITY/LECTURER 1 UBaidillah, SE,MM/LECTURE R 2 RASDI, S.Pd,MM)

The physical work environment and work discipline play a crucial role in employee performance. Therefore, the purpose of this study is to describe the physical work environment, work discipline, and employee performance at the Paal Merah District Office in Jambi City simultaneously and partially.

The research method used in this study is descriptive and quantitative. The data collection tool used was a questionnaire distribution, with a sample size of 37 employees of the Paal Merah District Office in Jambi City in 2024.

Data analysis using SPSS Ver 22 and using multiple linear regression model results in the equation $Y = 1,927 + 0,386 X1 + 0,439 X2$. The results of the study also explain that the physical work environment and work discipline have a positive and significant effect on employee performance.

The coefficient of determination = R square (R²) of 0.711 states that the physical work environment (X1) and Discipline (X2) variables are able to explain the performance variable (Y) by 71.1% and the remaining 28.9% is explained by other factors not included in this research model.

The results of this study conclude that the physical work environment and work discipline simultaneously have a positive and significant effect on performance, the results of this study also explain that the physical work environment and work discipline partially have a positive and significant effect on the performance of employees at the Paal Merah District Office, Jambi City.

Keywords: Physical Work Environment, Work Discipline, Performance