

THE INFLUENCE OF WORK ENVIRONMENT AND WORK DISCIPLINE ON THE PERFORMANCE OF THE REGIONAL POLICE FORCE IN SAMARINDA CITY



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Abstract

This research aims to analyze the influence of the work environment and work discipline on the performance of the Civil Service Police Unit (Satpol PP) in Samarinda City. Data was collected through questionnaires distributed to Satpol PP members and analyzed using the multiple regression method. The results of the analysis show that together, the work environment and work discipline have a significant influence on the performance of Satpol PP. However, when viewed partially, the work environment only has a positive but not significant influence on performance, while work discipline has a positive and significant influence on performance. These findings show the importance of work environment factors and work discipline in improving the performance of Satpol PP. The practical implication of this research is the importance of paying attention to aspects of the work environment and work discipline in the management of the Satpol PP organization to increase effectiveness and efficiency in carrying out their duties as law enforcers in Samarinda City.

Keywords: Work Environment, Work Discipline, Employee Performance, Samarinda City Civil Service Police Unit

INTRODUCTION

On the one hand, a large population has a good impact on the economy, but on the other hand, it can also have a bad impact (Hajar et al., 2023). The wider community or all citizens demand that the current government make comprehensive changes, namely towards a government that reflects good governance, so that the government in the future is expected to be more responsive to the interests of the people, by implementing it in real terms in the daily implementation of government (Prahara et al., 2023).

The movement of people from villages to cities has caused problems and has become a very prominent phenomenon in Indonesia which ultimately gives rise to various impacts on the area concerned, both positive and negative impacts that must be faced (Pratama et al., 2023). The negative impact is the existence of a slum environment, unorganized street vendors, and so on, therefore the regional head forms a civil service police unit in the region. The purpose of establishing the Civil Service Police Unit is to provide services to the community in providing order in the area. Apart from that, institutions such as the Civil Service Police Unit are also required to have high performance. Therefore, a supportive work environment and work discipline are needed so that the institution can have reliable performance and achieve its goals.

The existence of slum environments, public disorder and an increase in the construction of houses without permits are problems experienced by large cities in Indonesia (Efendi et al., 2023). For this reason, each region has established a Civil Service Police Unit. As an institution, the Civil Service Police Unit in the region must have good performance, including the influence of the work environment and work discipline on the policies of the institution itself. Performance is the level at which employees achieve the results of the job requirements. If the work is carried out following or even exceeding the job description, this means that the work has been done well, and vice versa. With the existence of a work environment and work discipline, it is hoped that civil service police unit employees can improve their work performance or performance within the institution.

Civil service police units are required to improve services to the community, requiring government officials to be more sensitive and responsive in responding to community needs.

The demand for professionalism from government officials in carrying out their duties and responsibilities is in line with the increasing demands of the public who increasingly understand their rights as citizens and developments in technology and the environment. If the quality of service provided by government officials such as the Civil Service Police Unit cannot meet the expectations of the community and does not run continuously, then this situation will affect the level of public trust in the role of the government itself, especially the regional government concerned as the organizer in that area. So, as a regional government institution, the Civil Service Police Unit, improving services to the community is a necessity that cannot be negotiated. With this phenomenon, there are various demands that the regional government concerned should immediately evaluate and make improvements in all areas which will have an impact on increasing the performance of regional government officials such as the Samarinda City Civil Service Police Unit in carrying out its obligations to carry out the wheels of development in various aspects of regional community life.

For this reason, the regional government, especially in Samarinda City, established a Civil Service Police Unit (Satpol PP) whose task is to discipline people who violate regional regulations. Every institution, such as the Civil Service Police Unit, needs an institution that has high performance so that the results and goals of the institution can be achieved optimally. The Civil Service Police Unit is led by a unit head, located under the regional head, and is responsible to the regional head through the Regional Secretary. Of course, a head or leader of a civil service police unit can evaluate his employees to produce maximum work performance. The most important thing in managing human resources is being able to improve employee performance so that it remains optimal. It is hoped that good employee performance and increased employee performance will improve the performance of the institution. Likewise, if the performance of employees at the institution decreases, it is estimated that this will also have an impact on decreasing performance at the institution.

To improve the Civil Service Police Unit (Satpol PP), reliable human resources are needed. In general, in an organization, human resources have an important role in the activities of an institution. Reliable human resources are human resources that have good performance. Organizational performance can be viewed as the totality of work results achieved by an organization. Performance is a process of how work takes place to achieve

work results. Optimal performance is a reflection of ideal performance, performance that follows existing standards and supports the achievement of organizational goals.

RESEARCH METHOD

In accordance with the identification of research variables, each variable needs to be defined so that there are no errors in its interpretation:

1. Work Environment is something that surrounds workers and that influences them in carrying out assigned tasks, which is measured by:
 - a. Workplace comfort
 - b. Modern and Beautiful environment
 - c. Environmental Hygiene
 - d. Condition and completeness of work equipment
 - e. Room arrangement is related to ease of mobility
2. Work Discipline is a person's behavior following existing work procedure regulations, which is measured by:
 - a. Willingness of employees to comply with all established regulations.
 - b. Employee willingness not to manipulate work absences.
 - c. Employee willingness not to arrive late or leave prematurely
 - d. Employee willingness to use and maintain facilities and infrastructure effectively and efficiently.
 - e. The willingness of employees to obey and carry out sanctions if employees do not comply with previously established regulations.
3. Performance is a person's success in carrying out work in accordance with their duties and functions following organizational procedures and objectives, which is measured by:
 - a. Completion of work driven by punctuality

- b. Completion of work driven by environmental comfort
- c. Completion of work driven by facilities and infrastructure
- d. Completion of work driven by workability
- e. Completion of work is encouraged by complying with regulations

Furthermore, the variables that have been described in the indicators mentioned above are measured using a Likert Scale. Sugiyono (2001:86) states that the Likert scale is used to measure the attitudes, opinions, and perceptions of a person or group of people about social phenomena, for example:

- a. Strongly Agree/ Very Good is given a score of 5
- b. Agree/ Good is given a score of 4
- c. Rather Disagree/ Not Good is given a score of 3
- d. Disagree/ Not Good is given a score of 2
- e. Strongly Disagree/ Very Unfavorable is given a score of 1

RESULTS AND DISCUSSION

Characteristics of Respondents based on Gender

Based on identification according to gender, the number of male and female employees will be seen, the results of which can be seen in the table:

Table 1.
Respondent's Gender

Gender	Amount	Percentage
Man	75	90%
Woman	9	10%
Amount	84	100%

Source: Processed Primary Data, 2020

Based on Table 1, it can be seen that for the gender category, the majority of respondents were 85 men (85%) compared to only 15 women (15%) This shows that male employees have a larger proportion than female employees. women who work in the Samarinda City Civil Service Police Unit.

Characteristics of Respondents Based on Education

Based on identification according to education, the results can be seen in the following table:

Table 2.

Based on the Respondent's Education

Education	Amount	Percentage
Elementary School	0	0%
Junior High School	0	0%
Senior High School	84	100%
Amount	84	100%

Source: Processed data, 2020

Based on Table 2, it can be seen that in terms of education, the majority of respondents were high school graduates/equivalent, namely 100 people (100%) compared to other graduates such as middle school and elementary school, respectively none or 0 people (0%). This shows that the majority of civil service police officers are high school graduates/equivalent in a larger proportion than other employees.

Instrument Testing Results

Validity Test

Validity testing is carried out to determine whether a measuring instrument has carried out its measuring function. In the validity test, the Product Moment Correlation Coefficient method is used. Sugiyono (2011:228) stated that the decision to test the validity of instrument items is as follows:

- a. The question item studied is said to be valid if $r_{\text{count}} > r_{\text{table}}$
- b. The question item studied is said to be invalid if $r_{\text{count}} \leq r_{\text{table}}$

Table 3.
Work Environment Variable Validity Test Results (X1)

Question	Calculated r value Pearson Correlation	Table r value 10% (0.10)	Information
1	0.839	0.178	Valid
2	0.812	0.178	Valid
2	0.913	0.178	Valid
4	0.952	0.178	Valid
5	0.861	0.178	Valid

Source: Processed data, 2020

Table 4.
Work Discipline Variable Validity Test Results (X2)

Question	Calculated r value Pearson Correlation	Table r value 10% (0.10)	Information
1	0.896	0.178	Valid
2	0.929	0.178	Valid
2	0.833	0.178	Valid
4	0.531	0.178	Valid
5	0.396	0.178	Valid

Source: Processed data, 2020

Table 5.
Performance Variable Validity Test Results (Y)

Question	Calculated r value Pearson Correlation	Table r value 10% (0.10)	Information
1	0.808	0.178	Valid
2	0.924	0.178	Valid
2	0.576	0.178	Valid
4	0.703	0.178	Valid
5	0.586	0.178	Valid

Source: Processed data, 2020

Reliability Test

According to Kuncoro (2013:175), Reliability is used to show the consistency and stability of a measurement scale. Tests carried out to test reliability use the Cronbach alpha method, namely if the Cronbach alpha is more or equal to 0.6 then it can be concluded that the statements produced in the questionnaire can be declared reliable. Meanwhile, according to Maholtra (2004:268) if the alpha coefficient or Cronbach's alpha is greater than 0.6 then the instrument used is reliable. The reliability test shows the consistency and stability of the score (measurement scale).

Table 6.
Cronbach's Alpha Reliability Test Results

Variable	Calculated r value Cronbach's Alpha	Table r value 10% (0.10)	Information
X1	0.907	0.178	Reliable
X2	0.794	0.178	Reliable
Y	0.774	0.178	Reliable

Source: Data processed in 2020

Multiple Regression Analysis

The data analysis process was carried out using the SPSS (Statistics Product and Service Solutions) program. Based on the results of these calculations, the following calculations are displayed:

Table 7.
Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	12,937	2,191		5,906	,000
X1	,057	,057	.107	1,013	,314
X2	,340	.103	,348	3,284	,002

Dependent Variable: Y

So, the multiple linear regression equation is obtained:

$$Y = 12.937 + 0.057$$

The regression equation above can be explained as follows:

- a) A constant of 12.937 means that the size of Y is 12.937 assuming that X1 and X2 are constant values.
- b) The regression coefficient X1 is 0.057, meaning that every additional 1 (one) value of X1 will increase Y by 0.057. The coefficient is positive, meaning that there is a positive relationship between the work environment and performance. The higher the work environment, the higher the performance.
- c) The regression coefficient X2 is 0.340, meaning that every additional 1 (one) X2 value will increase Y by 0.340. The coefficient is positive, meaning that there is a positive relationship between Work Discipline and Performance, the higher the Work Discipline, the higher Performance.

Hypothesis test

a. Coefficient of Determination (R²)

To measure the significance between variables X1 and X2 towards variable Y, it can be seen from the R-value in the table below:

Table 8.

Results of Analysis of the Influence of Work Environment Variables, Work Discipline on Samarinda City Satpol PP Performance Variables

(Model Summaryb)

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.390a	.152	.131	1,995

a. Predictors: (Constant), X1, X2

b. Dependent Variable: Y

The results obtained from the correlation coefficient (r) are 0.390, meaning that there is a low relationship of 0.390 between the work environment and work discipline on performance.

To find out the magnitude of the coefficient of determination (R square), from the data calculations (attached) the R Square value is 0.152, which means that the work environment and work discipline variables explain performance by 15.2% while the remaining 0.848 or 84.8% is explained by other variables. not explained in this study.

F Test (Simultaneous Test)

To test the simultaneous regression coefficient, the f test is used with a confidence level of 95% which is in the table below:

Table 9.
Simultaneous Test (ANOVA)

Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	57,775	2	28,887	7,258	.001a
Residual	322,368	81	3,980		
Total	380.143	83			

a. Predictors: (Constant), X1, X2

b. Dependent Variable: y

From the attached results, the calculated F value = 7.258, while from the F table, the F table value = 3.109. From the results of these calculations, it can be seen that F count > F table, this means that Ho is rejected and Ha is accepted, meaning that there is a significant relationship between work environment variables and work discipline on the performance of Samarinda City civil service police unit employees. Meanwhile, the significance value of the simultaneous test is 0.001 p, which means the value is 0.001 p < 0.05, this p shows that simultaneously the work environment variables and work discipline have a significant effect on performance.

T Test (Partial Test)

Table 10.
T Test (Partial Test)

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	12,937	2,191		5,906	,000
X1	,057	,057	.107	1,013	,314
X2	,340	.103	,348	3,284	,002

a. Dependent Variable: Y

After that, a t-test was carried out with $\alpha = 0.05$ as shown in Table 18 with the hypothesis formula, as follows:

- 1) If the calculated t value < t table value at a significance level of 0.05 then Ho is accepted and Ha is rejected, in other words, there is no relationship between the two variables.
- 2) If the calculated t value > t table value at a significance level of 0.05 then Ho is rejected and Ha is accepted or there is a relationship between the two variables.

Partially, the calculation results in Table 18 are explained as follows:

- 1) The t-test value for the work environment variable is 1.013, while the t-table value is 1.663, and based on these calculations it can be seen that $t < t$ table. This means that Ho is accepted and Ha is rejected or there is no relationship between the work environment and performance.
- 2) The t-test value for the work discipline variable is 3.284, while the t-table value is 1.663, and based on these calculations it can be seen that $t > t$ table. This means that Ho is rejected and Ha is accepted or there is a relationship between work discipline and performance.

Classical Assumption Testing

Multicollinearity Test

Multicollinearity testing gives the following results:

Table 11.
Multicollinearity Test

Model		Collinearity Statistics		Interpretation
		Tolerance	VIF	
1	X1	,932	1,072	Multicollinearity does not occur
	X2	,932	1,072	Multicollinearity does not occur

Source: Processed Data, 2020

Using the tolerance (α) and variance factor (VIF). If you use alpha I tolerance = 10% or 0.10 then VIF = 10. From the large output VIF count < VIF = 10 and all independent variable tolerances do not occur multicollinearity.

The Tolerance value for the Work Environment variable (x1) is 0.932; the Work Discipline (x2) of 0.932 is greater than 0.10. Meanwhile, the VIF value of the Work Environment variable (x1) is 1.072; the Work Discipline (x2) of 1.072 is smaller than 10.00 so it can be concluded that there are no variables that have symptoms of multicollinearity. It can be concluded that the variables Work Environment (x1) and Work Discipline (x2) do not occur in multicollinearity.

Normality Test

Normality Testing is as follows:

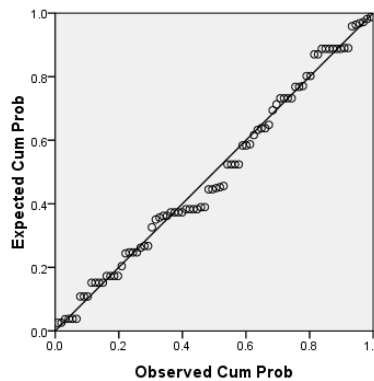


Figure 1.

**Probability Plot Normality Data Normal PP Plot of Regression Standardized Residual
 Dependent Variable: Performance**

In Figure 1, it can be seen that the data distribution values are located around and form a straight line or pattern so that the residuals come from a normal distribution.

Heteroscedasticity Test

According to Ghozali (2005:95), heteroscedasticity is residual variation that is not the same for all observations. This test is intended to find out whether model deviation occurs because the variance of the disturbance differs from one observation to another. Testing for heteroscedasticity is carried out using a residual scatter diagram. The results of the analysis show a plot diagram of residuals that are randomly distributed both above and below zero on the Y axis, so it is stated that heteroscedasticity does not occur. The assumption about heteroscedasticity can be seen in the following picture.

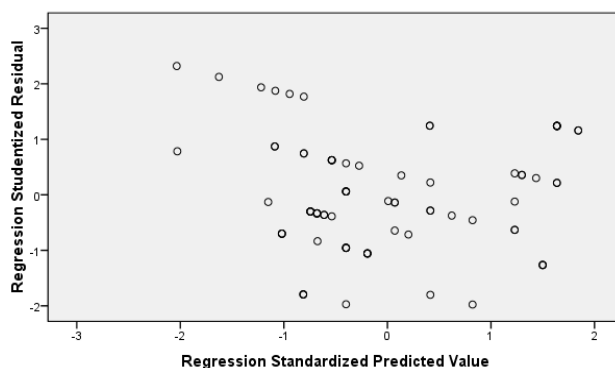


Figure 2.

Scatterplot Heteroscedasticity Test

Dependent Variable: Performance

Based on the scatterplot diagram above, it can be seen that the data does not form a particular pattern or spread pattern. This means that the research model is free from heteroscedasticity problems.

Discussion

With the results of this analysis, the following discussion is obtained:

1. Work Environment and Work Discipline together have a significant effect on the Performance of Samarinda City Satpol PP Employees with a value of sig. $0.001 < 0.10$. The influence given by these two independent variables is positive, meaning that the

higher the work environment and work discipline, the higher the performance of Satpol PP Samarinda employees will be. The results of this research are in line with research by Tri Widari, (2016) that the results of this research show that partially the work environment and work discipline have a direct effect on performance.

Simultaneously, the work environment and work discipline have a positive influence on the performance of the Samarinda City Satpol PP. A comfortable work environment and a conditional atmosphere can increase workers' concentration to be more productive at work and can improve their performance. The work environment is something that surrounds workers and that influences them in carrying out their assigned tasks. Work discipline can also improve performance when a person's awareness and willingness to work comply with all the regulations and social norms that have been created by the company. Work discipline must be possessed by every employee and must be cultivated among employees so that it can support the achievement of organizational goals because it is a form of compliance with work rules and responsibilities.

2. The work environment does not have a significant effect on the performance of Satpol PP in Samarinda City. Through the results of the calculations that have been carried out, the calculated t value is 1.013 with a significance level of 0.314, p is greater than 0.10, thus H_a is rejected and H_o is accepted. This test statistically proves that the work environment has a positive but not significant effect on the performance of Samarinda City Satpol PP employees.

This research is not in line with research by Fadhlani Azhari Al Rani (2018) with the title "The Influence of Work Motivation and Work Environment on the Performance of Medan City Satpol PP Employees". The research results show that partially work motivation and work environment have a positive and significant effect on performance. According to Soetjipto (2007:73), the influence of the work environment is something that cannot be ignored by the company because it will have an impact on employee performance which influences the company.

In this study, the work environment was positive but not significant. A conducive working environment, a comfortable work atmosphere, adequate equipment such as complete car transport equipment for personnel to the field, a room that makes it easy for employees to

mobilize so they can be fast, alert, responsive to going into the field and so on have a positive influence on performance but not too much. big impact. This shows that there are other variables and that work environment variables are still not appropriate for influencing performance variables.

3. Work discipline has a significant effect on the performance of Satpol PP in Samarinda City. Through the results of the calculations that have been carried out, the calculated t value is 3.284 with a significance level of 0.002, which is smaller than 0.10, thus H_a is accepted and H_o is rejected. This test statistically proves that work discipline has a positive but significant effect on the performance of Samarinda City Satpol PP employees.

This research is in line with research by Sumiati Paramban, (2018) with the title "The Influence of Work Discipline and Job Satisfaction on Employee Performance (Case Study of the Education and Training Center of the Ministry of Education and Culture)". The research results show that work discipline and job satisfaction partially have a positive and significant effect on performance. According to Hasibuan (2012:23), discipline is the most important function of Human Resource Management and the key to realizing goals because without good discipline it is difficult to achieve maximum goals.

In this research, Work Discipline has a positive and significant effect. Work discipline is a person's behavior, awareness and willingness to comply with company regulations and applicable social norms. Employee work discipline is part of the performance factor. That a determining factor in performance effectiveness is work discipline. Work discipline can influence performance because a person's behavior is in accordance with existing work procedure regulations in or complies with the regulations of the organization. When someone is disobedient or undisciplined, the action is considered to be deviating from the existing work procedure rules, causing the organization to be hampered as a result of the behavior of several people or someone can have an impact to the organization starting from late reports and late carrying out the work.

Therefore, if there is an act of indiscipline or one that violates the rules, sanctions or something similar need to be imposed to provide a deterrent effect to that person. Rules and procedures in work are made to be obeyed, the higher the obedience or the more disciplined the person is, the more they will comply with work procedures which have an

impact on that person's performance. Work discipline is a management implementation to strengthen organizational guidelines. Discipline can be interpreted as when employees always come and go home on time, do all their work well, and comply with all applicable organizational regulations and social norms.

CONCLUSION

Based on the analysis and discussion presented in the previous chapter, the following conclusions can be drawn:

1. The work environment and work discipline together have a significant influence on the performance of the Samarinda City Satpol PP.
2. The work environment partially has a positive and insignificant effect on the performance of the Samarinda City Satpol PP.
3. Work discipline partially has a positive and significant effect on the performance of the Samarinda City Satpol PP.

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