

THE INFLUENCE OF THE PHYSICAL WORK ENVIRONMENT AND WORK DISCIPLINE ON EMPLOYEE PERFORMANCE AT THE TEGAL DISTRICT HEALTH OFFICE



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Abstract

The Tegal District Health Service is responsible for health matters but experiences yearly fluctuations in employee performance. This research aims to evaluate the condition of the physical work environment, work discipline, and employee performance and examine the influence of these two factors on employee performance. Using a descriptive approach with quantitative data, this research involved 101 employee respondents through interviews, questionnaires, and observations. The results show that the physical working environment is considered conducive (80.6%), work discipline is very disciplined (86.2%), and employee performance is good (80.9%). The physical work environment does not have a significant effect on employee performance, while work discipline has a significant effect on employee performance. Simultaneously, both factors have a substantial impact on employee performance. These findings are useful for academics and the Tegal District Health Service to improve employee performance through improving the physical work environment and work discipline. Further research is expected to develop new variables and methods for broader results.

Keywords: Physical Work Environment, Work Discipline, Employee Performance, Health Service

INTRODUCTION

Human resources are one of the best assets owned by a company or organization. Therefore, for the sustainability of a company or organization, human resources are very important. Human resources are also equally important in helping a company achieve its targets because they act as drivers of operational activities and measure the success of a company or organization (Yusuf et al., 2023). The main target for an employee is the best performance by making quality efforts to complete the work and there will be benefits for the organization or company (Winarno et al., 2021). A company is said to be successful if it achieves or does not the targets set by the company or organization through good employee performance. In the case of the Health Service, employee enthusiasm is important to achieve organizational goals, namely providing better services to the community, especially in terms of coaching and observing health services and information needs (Jufri et al., 2020).

Competition is increasingly fierce in the era of globalization, such as the public sector, especially the Health Service, playing a key role in providing quality and professional services in realizing a Healthy Tegal Regency. To achieve these goals, employee performance in the Health Service has a very important role, such as in terms of developing employees or employees to meet organizational or company goals, human resources play a major role for organizations and institutions (Simarmata et al., 2022). Therefore, if a company can manage its human resources well, it will certainly have a good impact on the company.

According to (Sudaryo et al., 2019), performance refers to the achievements in terms of capability and capacity produced by a person in completing work following the responsibilities given by their superiors. Factors that have an impact on the high and low performance of an employee at work according to (Silalahi et al., 2021) namely employee work discipline, employee work enthusiasm, good communication between employees, and physical environmental conditions in the workplace that support the employee's ongoing processes. Based on the factors mentioned that can have an impact on employee performance, two are included, namely work discipline and physical environmental conditions in the workplace or physical work environment.

Organizations or government agencies such as the Tegal District Health Service collect data regarding performance obtained from the achievements of the Main Performance Indicators (IKU), these achievements can occur through the implementation of various rules, programs, and activities recorded in the Annual Performance Plan (RKT) of the Tegal District Health Service.

One thing that can improve employee performance is having a comfortable working environment. Therefore, it is reasonable to expect all businesses and organizations to make efforts to improve worker performance (Evelyn et al, 2024). One approach to achieving this goal is to ensure that all workers have a safe and pleasant physical work environment. The work environment in an organization or company is very important because it influences employee performance, which in turn benefits the company or organization over time (Aisyah & Syarifudidin, 2022). The work environment is related to the conditions around where employees work, so if the environment is good, employees will certainly perform well (Hustia, 2020). Then, (Sedarmayanti, 2017) explained that the physical work environment is the physical condition in the workplace and can directly or indirectly impact employees. If management in an organization can provide a comfortable work environment for its employees, of course, the work environment becomes an external factor, both positive and negative, that can influence employees in the workplace (Firman Agus & Marpaung, 2023).

Previous research by (Sihaloho & Siregar, 2020), the impact of the workplace on productivity, the findings show that PT Super Setia Sagita Medan workplace factors influence productivity. The work environment has a significant and positive effect on employee performance according to research (Handayani & Daulay, 2021). In addition, research into how discipline and work environment affect productivity at the Indomaret Kelapa Dua Gading Serpong branch in Tangerang Regency, Indonesia (Darmadi, 2020). This research found that elements in the workplace have a significant and positive effect on worker productivity. The fact that workers can relax and focus on their work when they work is proof that their working conditions have a significant impact on their productivity (Aspita & Edastama, 2023).

Apart from physical work environment problems, there are also problems with work discipline. Discipline is a collection of actions shown by a sense of obedience and obedience which is strengthened by awareness of carrying out work and demands to achieve goals (Soleha & Surendra, 2021; Maira & Gopar, 2024). If everyone adapts to everything given to them, it will certainly result in a safe and orderly society. In the same way, life within an organization or agency will require employees to comply with applicable rules and regulations (Qomariah, 2020).

Work discipline includes adherence to work schedules, responsibility for work, work ethics, and commitment to organizational goals and values. Employees who are disciplined in the workplace will certainly comply with the rules and policies that have been decided, have a strong sense of responsibility for the work they are given, and stay away from unethical behavior such as cheating or stealing. Therefore, if there is work discipline, work will certainly be completed more quickly and an organization will be able to achieve its organizational goals following the work plan. Employees who have a high level of work discipline will certainly quickly complete their tasks while working. The success of an institution is greatly influenced by the performance of individual employees. To improve employee performance, every organization certainly makes as much effort as possible in the hope that the goals of the organization will be achieved (Elisabeth, 2023). This helps employee performance improve and be able to make a positive contribution to an organization or agency.

There are several indications that the level of discipline of employees at the Tegal District Health Service is still low. Low discipline will certainly affect employee performance or performance that is not optimal. Based on observation data and interviews that were carried out by researchers with several employees of the Tegal District Health Service, it was found that several performance assessment components had not been input so they were attached blank.

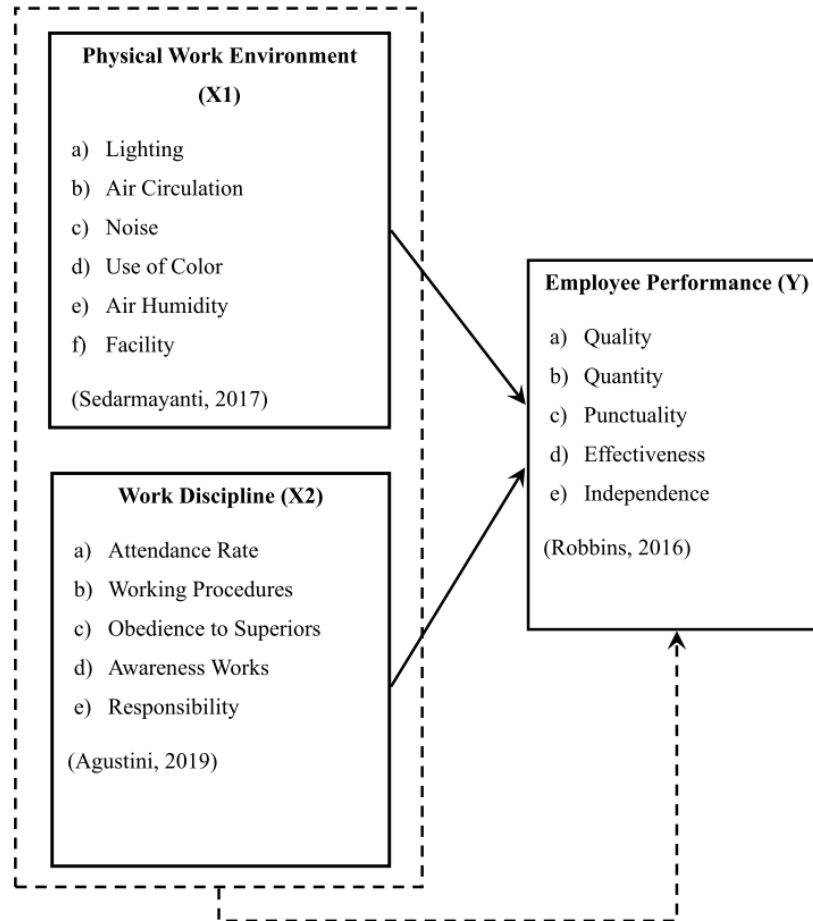


Figure 1.

Research Framework

Source: Researcher Processed Data, (2023)

RESEARCH METHOD

The research used is quantitative. The quantitative research paradigm according to (Zikmund et al., 2013) is a study that addresses business research objectives through empirical assessment using numerical measurements and statistical analysis. Then it is also explained according to (Hamzah & Susanti, 2020), the positivist paradigm, the guiding principle of quantitative inquiry, holds that all phenomena are subject to the rule of cause and effect or at least to the idea that an effect must precede a cause. Meanwhile, according to (Sugiyono & Setiyawami, 2022), the quantitative method is a research approach rooted in positivism, applied to investigate a group of people or samples, obtain data through special

research tools, and analyze the data statistically, to test the hypothesis formulated and describe the phenomenon being studied. The characteristics of this research are based on its aim, namely descriptive research. The descriptive method is researching whose aim is to explain in detail or describe numbers that have been processed following established guidelines (Hamzah & Susanti, 2020).

Based on the type of investigation, the type of research used is causal research. Causal research is research that has a cause-and-effect relationship and has independent variables (variables that influence) and dependent variables (variables that are influenced) (Sugiyono & Setiyawami, 2022).

Research Hypothesis

According to the response from (Sugiyono & Setiyawami, 2022) explains that a hypothesis is a temporary answer to a predetermined research problem formulation. Based on the framework above, the research hypothesis determined by the researcher is:

- 1) H1: The physical work environment significantly affects the performance of Tegal Regency Health Service employees.
- 2) H2: Work discipline has a significant effect on the performance of Tegal District Health Service employees.
- 3) H3: The physical work environment and work discipline simultaneously have a significant effect on the performance of Tegal Regency Health Service employees.

RESULTS AND DISCUSSION

Classic Assumption Test

The classic assumption tests carried out in this research are the normality test, heteroscedasticity test, and multicollinearity test. The test was carried out using IBM SPSS 25 software.

Normality Test

The Kolmogorov-Smirnov normality test, one of the components of the classical assumption test, was used in this investigation. To find out whether the data follows a normal distribution, a normality test is carried out. After that, we can find out whether the data is

normally distributed by checking whether the significance value is greater than 0.05. However, data will not be considered normally distributed if Asymp. Sig is less than 0.05. Following are the results of the Kolmogorov-Smirnov test:

Table 1.
Data Normality Test Results

One-Sample Kolmogorov-Smirnov Test		
		Unstandardized Residuals
N		101
Normal Parameters, b	Mean	0E-7
	Std. Deviation	2.17849451
Most Extreme Differences	Absolute	,259
	Positive	,239
	Negative	-.259
Kolmogorov-Smirnov Z		2,601
Asymp. Sig. (2-tailed)		,300
a. Test distribution is Normal.		
b. Calculated from data.		

Source: Researcher Processed Data, (2024)

Table 1 displays the results of the normality test; A significance level of 0.300 indicates that the value is greater than 0.05. Based on the results of the data normality test, it can be concluded that the data is normally distributed.

Heteroscedasticity Test

To ensure the regression model has the same variance as other data, this research uses a heteroscedasticity test. The results of the Glajser testing procedure in the IBM SPSS 25 program are as follows:

Table 2.
Heteroscedasticity Test Results

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	5,172	2,947		1,755	,082
	X1.Work.Environment.Physical	-.067	,030	-.225	-2,220	,287

	X2.Discipline.Work	-0.003	,051	-0.006	-0.056	,955
a. Dependent Variable: abs_res						

Source: Researcher Processed Data, (2024)

The results of the Glesjer test for heteroscedasticity are shown in Table 4.9. There is a significance level of 0.287 for the physical work environment variable and a significance level of 0.955 for the work discipline variable. Therefore, no heteroscedasticity was detected in the data.

Multicollinearity Test

In this research, the multicollinearity test was carried out by looking at the VIF value and tolerance value. If the VIF value is > 10 and the tolerance value is < 0.01 , then the regression model states that there is multicollinearity. Meanwhile, if the VIF value is < 10 and the tolerance value is > 0.01 , then the regression model does not show multicollinearity. The following are the test results using IBM SPSS 25 software for multicollinearity testing:

Table 3.

Multicollinearity Test Results

Coefficients ^a								
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	12,253	3,662		3,346	,001		
	X1.Work.Environment.Physical	,024	,038	,051	,634	,528	,940	1,063
	X2.Discipline.Work	,479	,063	,614	7,581	,000	,940	1,063
a. Dependent Variable: Y.Performance.Employees								

Source: Researcher Processed Data, (2024)

Table 3 displays the results of the multicollinearity test which shows that the independent variable has a tolerance value of $0.940 > 0.01$ and a VIF value of $1.063 < 10.00$. Therefore, the regression model does not show signs of multicollinearity.

Multiple Linear Regression Analysis

In this research, multiple linear regression analysis was carried out to determine the influence of the Physical Work Environment (X1) and Work Discipline (X2) on Employee Performance (Y) which was carried out on 101 respondents who were employees of the Tegal

District Health Service. The following are the results of multiple linear regression analysis using IBM SPSS 25 software:

Table 4.
Multiple Linear Regression Test Results

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	12,253	3,662		3,346	,001
X1.Work.Environment.Physical	.024	,038	,051	,634	,528
X2.Discipline.Work	,479	,063	,614	7,581	,000

Source: Researcher Processed Data, (2024)

Based on Table 4 above, the following multiple linear regression equation is obtained:

$$Y = 12.253 + 0.024X1 + 0.479X2$$

The results of the multiple linear regression analysis test calculations can be interpreted as follows:

- 1) The constant value obtained is 12,253, which means that if the variables physical work environment (X1) and work discipline (X2) have a value of 0 or none, then the performance (Y) will have a value of 12,253.
- 2) The regression coefficient on the physical work environment variable is 0.024 and is positive, meaning that for every significant addition of one unit, the employee performance variable will increase by 0.024.
- 3) The regression coefficient on the work discipline variable is 0.479 and is positive, meaning that for every significant addition of one unit, the employee performance variable will increase by 0.479.

Based on the research results, there is a positive and one-way relationship between physical work environment variables and employee performance. Then, if these elements such as a good physical work environment and work discipline are improved, then work results will also increase.

T Test (Partial Test)

The purpose of the T-test, which is also called hypothesis testing, is to determine the extent of the influence of the physical work environment and work discipline on employee

performance which is the dependent variable. Part of this research will focus on testing the following hypotheses:

- 1) The influence of the physical work environment (X1) on employee performance (Y)
H0: The physical work environment does not have a significant effect on the performance of Tegal District Health Service employees
H1: The physical work environment has a significant effect on the performance of Tegal District Health Service employees
- 2) H0: Work discipline has no significant effect on the performance of Tegal District Health Service employees
H2: Work discipline has a significant effect on the performance of Tegal District Health Service employees

To be able to determine the t table, it is necessary to have degrees of freedom (df) with the following formula:

- 1) $Df = nk - 1$ and α value = 5% (0.05)
- 2) N = number of samples = 101
- 3) K = number of independent variables = 2
- 4) Then t table = $t(\alpha/2 ; nk - 1)$
 $= t(0.05/2 ; 101 - 2 - 1)$
 $= t(0.025 ; 98)$
 $= 1.984$

Testing is carried out using a significance value of 0.05 with the following conditions:

- 1) If $t \text{ count} > t \text{ table}$ and the significance value < 0.05 then H0 is rejected and H1, H2 are accepted. This means that the independent variable has a significant effect on the dependent variable.
- 2) If $t \text{ count} < t \text{ table}$ and the significance value is > 0.05 then H0 is accepted and H1, H2 are rejected. This means that the independent variable has no significant effect on the dependent variable.

The following are the results of the t-test (partial test) using IBM SPSS 25 software:

Table 5.
T-Test Results (Partial Test)

Coefficients ^a								
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	12,253	3,662		3,346	,001		
	X1.work.environment.physical	,024	,038	,051	,634	,528	,940	1,063
	X2.discipline.work	,479	,063	,614	7,581	,000	,940	1,063

a. Dependent Variable: Y.performance.employees

Source: Researcher Processed Data, (2024)

Based on the results of the T-test (partial test) in Table 4.12, the following results were obtained:

- 1) It is known that the significance value for the influence of the physical work environment variable (X1) on the employee performance variable (Y) is $0.528 > 0.05$ and the calculated t value is $0.634 < t$ table 1.984. This shows that H0 is accepted and H1 is rejected, meaning that the physical work environment variable does not have a significant influence on employee performance variables.
- 2) It is known that the significance value for the influence of the work discipline variable (X2) on the employee performance variable (Y) is $0.000 < 0.05$ and the calculated t value is $7.581 > 1.984$. This shows that H0 is rejected and H2 is accepted, meaning that the work discipline variable has a significant effect on employee performance variables.

F Test (Simultaneous Test)

To determine the effect of the physical work environment and work discipline on employee performance, we conducted a "simultaneous test" using the F test. All of these theories will be tested simultaneously:

- 1) H0: The physical work environment and work discipline simultaneously do not have a significant effect on the performance of Tegal District Health Service employees.
- 2) H3: The physical work environment and work discipline simultaneously have a significant effect on the performance of Tegal District Health Service employees.

Testing is carried out using a significance value of 0.05 with the following conditions:

- 1) If $f_{count} > f_{table}$ and the significance value > 0.05 , then H_0 is rejected and H_3 is accepted. This means that the independent variables, namely the physical work environment and work discipline, simultaneously have a significant effect on the dependent variable, namely employee performance.
- 2) If $f_{count} < f_{table}$ and the significance value < 0.05 , then H_0 is accepted and H_3 is rejected. This means that the independent variables, namely the physical work environment and work discipline, simultaneously do not have a significant effect on the dependent variable, namely employee performance.

To find out the f_{table} value, the things you need to do are:

$$\begin{aligned}
 F_{table} &= f(k ; nk-1) \\
 &= f(2 ; 98) \\
 &= 3,089
 \end{aligned}$$

The following are the results of the F test (simultaneous test) using IBM SPSS 25 software:

Table 6.
F Test (Simultaneous Test)

ANOVAa						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	310.109	2	155,055	32,018	,000b
	Residual	474,584	98	4,843		
	Total	784,693	100			
A. Dependent Variable: Y.Performance.Employees						
B. Predictors: (Constant), X2.Work.Discipline, X1.Work.Physical.Environment						

Source: Researcher Processed Data, (2024)

The significance value of the influence of physical work environment variables and work discipline simultaneously on employee performance is $0.000 < 0.05$, and the calculated F value is $32.018 > F_{table} 3.089$, so H_0 is rejected and H_3 is accepted, according to the test results. F test (simultaneous test) in Table 4.13. Employee performance is simultaneously significantly influenced by the physical work environment and work discipline.

Coefficient of Determination

Researchers in this study used the coefficient of determination to find out how much influence physical work environment factors and work discipline have on employee performance. This finding was obtained from the coefficient of determination test:

Table 7.

Coefficient of Determination Test Results

Model Summary b				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.629a	.395	.383	2,201
A. Predictors: (Constant), X2.Work.Discipline, X1.Work.Physical.Environment				
B. Dependent Variable: Y.Performance.Employees				

Source: Researcher Processed Data, (2024)

Table 7 shows the R-squared value, namely 39.5%, which is 0.395, which is the result of the coefficient of determination test. This shows that the physical work environment and work discipline contributed 39.5% to the variation in employee performance, while other variables not discussed in this study contributed 60.5%. Several other independent factors may still influence the dependent variable, based on the findings of the coefficient of determination test.

Discussion

By using data collected from 101 employees of the Tegal District Health Service and categorized based on gender, age, length of service, and educational degree, this research draws its conclusions. Employee performance is the dependent variable in this research, which makes the physical work environment and work discipline factors the independent variables.

Respondent Characteristics

In this study, the results of the respondent characteristics from the respondents' responses were 101 respondents. Based on gender characteristics, the Tegal District Health Service is dominated by women, namely 74.3% or 75 people out of a total of 101 employees who make up the population and sample. The remaining 25.7% or 26 people. This shows that there is a fairly large gender gap between female and male employees at the Tegal District

Health Service. Another factor that can influence the number of women in the Health Service is the perception that jobs related to feminism are more suitable for women, such as in the health sector (Ismail, 2020).

Based on age characteristics, the Tegal District Health Service is dominated by the age range 36 – 40 years with a total of 60 people or 59.4%. In second place is the age range of more than 40 years with a total of 29 people or 28.7%. Next are employees with an age range of 24 – 40 years with a total of 8 people or 7.9%. Then finally employees with an age range of 31 – 35 years with a total of 2 people or 2%, and those aged less than 25 years with a total of 2 people or 2%. This shows that the majority of employees are in the age range of 36 - 40 years, this age is the age that already has a lot of work experience and is mature (Nugraheni et al., 2024).

Based on the characteristics of the length of service, employees at the Tegal District Health Service are dominated by employees who have worked for 6 - 10 years, namely 64 people or 63.4%. Respondents with more than 10 years of work were 27 people or 26.7%. Furthermore, there were 10 respondents with a working life of 1 – 5 years, or 9.9%. And finally, 0 respondents had worked for less than 1 year. So, it can be seen that employees with a length of service of 6 - 10 years dominate the Tegal District Health Service, explained by (Churniawati, 2021) because in general work loyalty is influenced by the length of service, namely how long the employee has worked for the company. With work loyalty, companies can make regulations that must be obeyed, such as work discipline which can help companies teach employees to obey and respect existing rules, procedures, and policies so that they produce good performance.

Based on the last characteristic, namely last education. Respondents had a Bachelor's degree with a score of 72 respondents with a score of 71.2%, a D3 with a score of 12 respondents with a score of 11.8%, then a graduate degree with a score of 10 respondents with a score of 10%, then a D4 with a score of 4%, then SMA/equivalent with 3 respondents with a score of 3%, and finally S3 with 0 respondents with a score of 0%. So, it can be seen that respondents with a bachelor's degree dominate the Tegal District Health Service because most of the employees are of adult age and have an education level that still meets the minimum standards to become a health worker. As explained by (Nur et al., 2021), a

minimum education level of a diploma helps health workers understand and easily complete their work. So that a bachelor's degree will also make it easier to understand and complete work.

Descriptive Analysis of the Physical Work Environment

Based on data from descriptive analysis, the physical work environment variable received an average score of 80.6% and was included in the conducive category. In the physical work environment variable, there are 14 statements with 6 dimensions. The first dimension, namely lighting, consists of 2 statements. The first statement is that the lighting where I work is very good so it makes me comfortable working, getting a score of 79.4%. The second statement is that the lighting where I work is distributed evenly, getting a score of 78.6%.

The second dimension, namely air circulation, consists of 3 statements. The first statement, namely that the place I work has air ventilation according to my and other employees' needs, received a score of 79.6%. The second statement is that I feel that the quality of the air in the room I work in is good, getting a score of 78.8%. The third statement is that in the room where I work, there is air conditioning which helps air circulation better, getting a score of 92.6%.

The third dimension, namely noise, consists of 2 statements. The first statement, namely I feel that the atmosphere in the room I work in is comfortable because it is far from noise, got a score of 66.1%. The second statement, namely that the place where I work does not produce noise that can disturb my concentration when I work, got a score of 65.9%. Then the Fourth Dimension, namely the use of color, consists of 2 statements. The first statement, namely the use of appropriate colors has been implemented in my workplace which makes it more comfortable, getting a score of 79%. The second statement is that the color combination in the room where I work has a positive influence on work concentration, getting a score of 77.4%.

The fifth dimension is air humidity, which consists of 2 statements. The first statement is that the air temperature in my work room is as needed, getting a score of 77.8%. The second statement, namely the humidity in the place where I work, certainly affects comfort when I work, getting a score of 79.4%. Then the sixth dimension, namely facilities,

consists of 3 statements. The first statement, namely that the facilities available at my place of work are in accordance with the required needs, received a score of 88.9%. The second statement is that complete facilities can increase maximum work results, getting a score of 93.9%. The third statement is that the facilities available where I work can be used easily, getting a score of 90.3%.

Overall, it can be concluded that the physical work environment at the Tegal District Health Service is included in the conducive category. It can be seen that the facilities dimension has the answer with the highest score in the statement item that complete facilities can increase maximum work results, getting a score of 93.9%, meaning that the facilities at the Tegal District Health Service are very complete so that they can improve the work of their employees. However, in the noise dimension, there is an answer with the lowest score in the item stating that the place where I work does not produce noise that can disturb my concentration when I work, getting a score of 65.9%, meaning that there are still some employees who feel that the noise level at the District Health Service Tegal is still not conducive, resulting in a lack of concentration when working.

Descriptive Analysis of Work Discipline

Based on data from the descriptive analysis, the employee work discipline variable obtained an average score of 86.2% and was included in the very disciplined category. In the work discipline variable, there are 13 statements with 5 dimensions. The first dimension, namely the level of attendance, consists of 4 statements. The first statement is that I always come to work on time, getting a score of 68.7%. The second statement is that I always leave work on time, getting a score of 79.6%. The third statement is that I always do fingerprints when I come to work, getting a score of 81.6%. The fourth statement is that I always do fingerprints when I get home from work, getting a score of 81.2%.

The second dimension, namely work procedures, consists of 3 statements. The first statement is that I always wear identification during working hours, getting a score of 78.4%. The second statement is that I always wear uniforms that comply with the regulations when working, getting a score of 95.2%. The third statement is that I always maintain good behavior in the work environment, getting a score of 95%. The third dimension, namely

obedience to superiors, consists of 2 statements. The first statement, namely that I obeyed directions from my superiors following applicable work procedures, received a score of 95%. The second question, namely I always maintain polite behavior towards superiors, got a score of 95.4%.

Then the third dimension, namely work awareness, consists of 2 statements. The first statement is that I do not procrastinate work so that my work is completed according to the target that has been set, getting a score of 82%. The second statement, namely that I always take the initiative to do work without coercion, got a score of 80.3%. Next, the fourth dimension, namely responsibility, consists of 2 statements. The first statement is that I can complete several jobs that have been my responsibility, getting a score of 93.6%. The second question, namely I am obedient in carrying out the tasks given according to the rules, got a score of 94.3%.

Overall, it can be concluded that the level of work discipline of employees at the Tegal District Health Service is included in the very disciplined category. It can be seen that the dimension of obedience to superiors has an answer with the highest score, namely 95.4%, in the statement item I always maintain polite behavior towards superiors, meaning that almost all employees at the Tegal District Health Service behave politely towards superiors. However, the attendance level dimension has the answer with the lowest score in the statement item I always come to work on time, namely with a score of 68.7%, meaning that the attendance level of Tegal District Health Service employees is quite good, but some do not attend on time.

Descriptive Analysis of Employee Performance

Based on data from descriptive analysis, the employee performance variable obtained an average score of 80.9% and fell into the good category. In the employee performance variable, there are 10 statements with 5 dimensions. The first dimension, namely quality, consists of 2 statements. The first statement is that the quality of my work is following the standards that have been set, getting a score of 79.8%. The second statement, namely the low number of mistakes I made in doing my work, got a score of 77.4%. The second dimension, namely quantity, consists of 2 statements. The first statement is that there was an increase in

the amount of work I was able to complete, getting a score of 79%. The second statement is that the amount of my work is in accordance with the company's target, getting a score of 79.6%.

Furthermore, the third dimension, namely timeliness, has 2 statements. The first statement is that I completed the work assigned to me on time, getting a score of 80.2%. The second statement is that when there is still time remaining to complete the work I choose to continue the next work, getting a score of 79.2%. The fourth dimension, namely effectiveness, consists of 2 statements. The first statement is that I maximize the use of my laptop to complete my work, getting a score of 94.5%. The second statement is that I always do work that exceeds the specified target, getting a score of 75%. The last dimension is independence, there are 2 statements. The first statement is that I work honestly, getting a score of 85.6%. The second statement is that I always work with focus, getting a score of 81.2%.

Overall, employee performance variables at the Tegal District Health Service are included in the good category. It can be seen that the effectiveness dimension has an answer with the highest score of 94.5% in the statement item I maximize the use of laptops in completing work, meaning that almost all employees use laptops to complete work more effectively. Even though the performance of employees at the Tegal District Health Service is good, the lowest answer with a score of 75% is also found in the effectiveness dimension with the statement item I always do my work exceeding the specified targets. This means that some employees are still unable to work beyond targets to be more effective.

Verification Analysis of the Effect of the Physical Work Environment on Employee Performance

In accordance with the findings of the T-test for the partial hypothesis, the calculated t value was $0.634 < t_{table} 1.984$ and the significance value was $0.528 > 0.05$. That the physical work environment does not significantly affect employee performance at the Tegal District Health Service is supported by the acceptance of H_0 and the rejection of H_1 .

The results of this research are not in line with research conducted by (Ibrahim et al., 2022), (Ilham, 2019), and (Daulay & Savitri, 2024). This confirms that there is a positive and significant relationship between the physical work environment and employee performance.

Many factors can influence differences in research findings. It is clear from the noise dimension and color use dimension that the physical work environment has a positive but not statistically significant influence on employee performance in this study. The results of this research are in line with research conducted by (Andriyanto et al., 2023) which states the results that the physical work environment does not have a significant effect on employee performance at the UD Bungan Mas Brown Sugar Factory and the results of research conducted by (Husna et al., 2023) by stating the results that the physical work environment does not have a significant effect on the performance of PT. Persada Nawa Kartika Kertosono Kertosono Nganjuk Regency.

In the noise dimension, 34% of employees felt that the room where they worked was less comfortable because it was noisy. This can disrupt work concentration, so that if work concentration decreases then performance results will not be optimal. The results of this research are in line with (Budiyanto & Yanti Pratiwi, 2010) which states that decreased performance in the workplace can be caused by high noise intensity. This condition will have an impact on employee concentration while working as a result of which performance results are not optimal.

Furthermore, physical work environment variables and employee performance which do not have a significant effect can also be analyzed from the dimension of color use. In this research, 21.4% of Tegal District Health Service employees still felt that the use of color in the room was inappropriate. Apart from that, the color combination in the workroom is also too monotonous, as can be seen in Figure 1.7, which makes employees easily feel bored and uncomfortable. These conditions can certainly affect employee productivity or performance. This is supported by (Thackray, 1981) who states that boredom and monotony are generally considered negative factors that have a negative impact on morale, performance, and quality of work. Then it is also supported by research conducted by (Alkathiri & Sari, 2019) who explained that it is necessary to pay attention to the use of color in the office because the choice of color in the workspace can influence the mood of employees and employees feel more at home they will certainly feel comfortable, so there will be enthusiasm to improve performance.

Verification Analysis of the Effect of Work Discipline on Employee Performance

A significance value of $0.000 < 0.05$ was obtained from the partial hypothesis test (T-test), and the calculated t value was $7.581 > t$ table 1.984. The performance of Tegal District Health Service employees is significantly influenced by work discipline because H_0 is rejected and H_2 is accepted.

The results of this research are in line with research conducted by (Marlius & Vebrian, 2020) on ASN employees of the Community and Village Empowerment Service of West Sumatra Province and previous research by (Panjaitan, 2022) which confirms that work discipline has a positive and significant effect on the performance of employees at the Tapanuli Regency Housing and Settlement Area Service. Furthermore, research conducted by (Azzahra et al., 2019) confirmed on the subject of PT Wiratanu Persada Tama Jakarta that the work discipline variable had a positive and significant influence on performance. As well as findings made by (Suirka et al., 2021) which states that there is a positive and significant influence between discipline on performance.

Verification Analysis of the Influence of the Physical Work Environment and Work Discipline on Employee Performance

A significance value of $0.000 < 0.05$ was obtained and an f value of $32.018 > f$ table 3.088 based on the findings of simultaneous hypothesis testing (F test). Employee performance is simultaneously significantly influenced by both the physical work environment and work discipline at the Tegal District Health Service, causing H_3 to be accepted and H_0 rejected.

The results of this research are in line with previous research conducted by (Cahyanti & Ningsih, 2021) on employees of the Food Security and Agriculture Service of Probolinggo Regency, then previous research conducted by (Defitamila & Saleh, 2022) on employees of the Otrismo Medical Center Clinical Laboratory, Bekasi City, and previous research conducted by (Oktariani et al., 2023) to PT. Mandiangi Batubara. These three research results state that physical work environment variables and work discipline simultaneously have a positive and significant effect on performance.

Apart from that, the R-squared value is 0.395 or 39.5% based on the findings of the coefficient of determination. Therefore, it is natural to assume that other variables not

covered in this study account for the remaining 60.5% of the variance in employee performance at the Tegal District Health Service, with the variables physical work environment (X1) and work discipline (X2) accounting for 39.5% variance.

CONCLUSION

The research findings are supported by descriptive data processing and analysis. This leads us to the following conclusions:

- 1) The condition of the physical work environment at the Tegal District Health Service is categorized as conducive.
- 2) The work discipline of employees at the Tegal District Health Service is categorized as very disciplined.
- 3) The performance of employees at the Tegal District Health Service is in a good category.
- 4) The physical work environment partially does not have a significant effect on the performance of Tegal District Health Service employees. This shows that the physical work environment does not affect the increase in employee performance.
- 5) Work discipline partially has a significant effect on the performance of Tegal District Health Service employees. This means that when employees apply discipline, it will have an impact on improving employee performance at the Tegal District Health Service.
- 6) The physical work environment and work discipline simultaneously have a significant effect on the performance of Tegal District Health Service employees. This means that when the physical working environment conditions are conducive, and employee work discipline is very disciplined, this can influence employee performance at the Tegal Regency Health Service.

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