

# THE INFLUENCE OF WORK FACILITIES, TEAMWORK AND WORK DISCIPLINE ON EMPLOYEE PERFORMANCE AT THE PEMATANGSIANTAR CITY DPRD SECRETARIAT OFFICE

Cristin Enjel Sinaga<sup>a,1</sup>, Anton A. P. Sinaga<sup>b,2</sup>, Toman Panggabean<sup>c,3</sup>

<sup>a</sup> Manajemen, Fakultas Ekonomi, Universitas Methodist Indonesia, Medan, Indonesia

<sup>b</sup> Manajemen, Fakultas Ekonomi, Universitas Methodist Indonesia, Medan, Indonesia

<sup>c</sup> Manajemen, Fakultas Ekonomi, Universitas Methodist Indonesia, Medan, Indonesia

<sup>1</sup> Email [cristinenjelsinaga2018@gmail.com](mailto:cristinenjelsinaga2018@gmail.com)

\* Cristin Enjel Sinaga

## INFO ARTIKEL

*Sejarah Artikel: (Diisi Editor)*  
*History Article: (Diisi Editor)*  
 Diterima: 05 September 2025  
 Direvisi: 10 September 2025  
 Disetujui: 18 September 2025  
 Tersedia Daring: 31 October 2025

**Kata Kunci:**  
 Fasilitas Kerja  
 Kerjasama Tim  
 Disiplin Kerja  
 Kinerja Pegawai

## ABSTRAK

Kinerja karyawan merupakan faktor penting dalam menentukan pencapaian tujuan organisasi, baik di sektor publik maupun swasta. Penelitian ini bertujuan untuk mengetahui pengaruh fasilitas kerja, kerjasama tim dan disiplin kerja terhadap kinerja pegawai pada Kantor Sekretariat DPRD Pematangsiantar. Jenis penelitian yang digunakan dalam penelitian ini adalah metode kuantitatif. Adapun yang menjadi sampel dalam penelitian ini adalah pegawai di Kantor Sekretariat DPRD Kota Pematangsiantar sebanyak 35 orang. Hasil penelitian menunjukkan bahwa variabel fasilitas kerja berpengaruh positif dan signifikan terhadap kinerja pegawai, dengan nilai t hitung sebesar 2,662 > t tabel 2,039 dan nilai sig sebesar 0,012 < 0,05, kerjasama tim berpengaruh positif dan signifikan terhadap kinerja pegawai, dengan nilai t hitung sebesar 2,243 > t tabel 2,039 dan nilai sig sebesar 0,032 < 0,05, disiplin kerja berpengaruh positif dan signifikan terhadap kinerja pegawai, dengan nilai t hitung sebesar 5,427 > t tabel 2,039 dan nilai sig sebesar 0,000 < 0,05. Hasil penelitian menunjukkan bahwa fasilitas kerja, kerjasama tim, dan disiplin kerja secara simultan berpengaruh positif dan signifikan terhadap kinerja pegawai, dengan nilai F hitung 29,462 > F tabel 2,83 dan nilai Sig adalah 0,000 < 0,05. Nilai koefisien determinasi (adjusted R-square) adalah 0,715. Berdasarkan nilai tersebut fasilitas kerja, kerjasama tim, dan disiplin kerja mampu mempengaruhi kinerja pegawai sebesar 71,5%..

## ABSTRACT

**Keywords:**  
 Work Facilities  
 Teamwork  
 Work Discipline  
 Employee Performance

*Employee performance is an important factor in determining the achievement of organisational goals, both in the public and private sectors. This study aims to determine the effect of work facilities, teamwork and work discipline on employee performance at the Pematangsiantar DPRD Secretariat Office. The type of research used in this research is quantitative method. The sample in this study were employees at the Pematangsiantar City DPRD Secretariat Office as many as 35 people. The results showed that the work facility variable had a positive and significant effect on employee performance, with a value of 2.662 > t table 2.039 and a sig value of 0.012 < 0.05, teamwork had a positive and significant effect on employee performance, with a value of 2.243 > t table 2.039 and a sig value of 0.032 < 0.05, work discipline had a positive and significant effect on employees performance, with a value of 5.427 > t table 2.039 and a sig value of 0.000 < 0.05. The results showed that work facilities, teamwork, and work discipline simultaneously had a positive and significant effect on employee performance, with a calculated F value of 29.462 > F table 2.83 and a Sig value of 0.000 < 0.05. The*

---

*coefficient of determination (adjusted R-square) is 0.715. Based on this value, work facilities, teamwork, and work discipline are able to influence employee performance by 71.5%.*

© 2023  
This is an open access article under CC-BY license



---

## 1. Introduction

In an increasingly competitive and dynamic workplace, organizations are required to improve employee performance to effectively achieve organizational goals. This also applies to the government sector, including the Regional People's Representative Council (DPRD). As an institution that plays a crucial role in carrying out government functions at the regional level, the DPRD relies heavily on the performance of its employees, particularly in public services, drafting regulations, and overseeing regional policies. Therefore, improving employee performance is a top priority for the DPRD's effective functioning (Zamjani, 2019).

In general, various factors influence employee performance. Some of the main factors often considered in human resource management are work facilities, teamwork, and work discipline. These three elements are interconnected and contribute significantly to increasing or decreasing employee productivity and effectiveness. Without adequate work facilities, strong cooperation, and discipline in carrying out tasks, employee performance will decline, making it difficult to achieve organizational goals (Safitri, Devi, & Nugrahadi, 2024).

Employee performance is an essential factor in determining the achievement of organizational goals, both in the public and private sectors (Irpan Nurhab, 2022). An effective organization is one that is able to empower all its human resources (HR) to work optimally. In government, particularly in the Regional People's Representative Council (DPRD), employees play a strategic role in supporting the continuity of legislative and administrative tasks. The performance of DPRD employees significantly determines the effectiveness of the institution in carrying out its primary duties, namely representing the interests of the community and carrying out its legislative function (Pratidina & Fuady, 2023). Therefore, employee performance is a primary concern in efforts to increase the productivity and efficiency of this government institution (Syafaruddin, Mesiono, & Muhammedi, 2021).

An important aspect that determines an employee's performance level is work support facilities. Adequate work facilities, such as office equipment, technology, a comfortable workspace, and access to other resources, can help employees complete their tasks more efficiently and effectively. The availability of adequate work facilities has a significant impact on increasing employee productivity, as they can reduce technical barriers and enable employees to prioritize their core tasks. Adequate facilities can also increase employee job satisfaction, which in turn can encourage better performance (Syafaruddin et al., 2021).

Beyond work facilities, teamwork in public institutions such as the Regional People's Representative Council (DPRD) is crucial because various tasks often involve coordination across departments and individuals. When teams work effectively, they can improve operational efficiency, accelerate task completion, and deliver better results. Good teamwork plays a crucial role in improving employee performance, especially when

factors such as work skills and the environment are supportive. This underscores the importance of communication and collaboration between teams, which can strengthen the alignment of goals and strategies to achieve optimal performance. In public sector work, the effectiveness of teamwork is also related to the extent to which the team can overcome structural barriers within the bureaucracy (Febrianto, 2021). A solid team is able to share information transparently, distribute workloads fairly, and adapt to changes in policies and procedures established by the organization (Febrianto, 2021).

Employee work effectiveness is greatly influenced by their level of discipline in carrying out their duties. Work discipline encompasses employee compliance with the rules and procedures applicable in an organization's work environment. Disciplined employees tend to be more punctual, follow directions, and complete tasks better. Research has shown that work discipline significantly impacts employee performance, particularly in the context of government organizations where rules and regulations are crucial for maintaining good governance. Disciplined employees are also more likely to maintain consistency in work quality and are more agile in adapting to the dynamics of the work environment. (Sugiana & Fadli, 2023).

Regarding employee performance in the Regional People's Representative Council (DPRD), these three factors—work facilities, teamwork, and work discipline—play a crucial role in creating a work atmosphere that supports effectiveness. As a legislative body, the DPRD faces a significant workload in supporting the legislative, oversight, and budgetary processes. DPRD employees are expected to work efficiently and effectively to support these various processes. Therefore, it is crucial for DPRD management to ensure adequate work facilities, strong teamwork, and well-maintained work discipline. The combination of these three factors can create a strong synergy in improving employee performance (Gema Pertiwi & Yanti, 2024).

In an organization, work facilities are needed to support employee activities in order to support the work process. An employee must be able to operate and utilize the facilities provided by the organization. If the work facilities are complete and adequate, it is expected to affect employee performance so that it increases. The phenomenon that occurs in the Pematangsiantar City DPRD Secretariat Office regarding work facilities is that the cupboards provided for storing documents have not been utilized optimally, seen from the untidy arrangement of documents and some documents are still scattered on employee work desks, in addition to the parking area is too small so it is not enough to accommodate all employee vehicles. The slow replacement of damaged office facilities causes employee dissatisfaction in working so that the work results are less than optimal (Silalahi, 2019). Therefore, there is a need for additional office facilities and maximum utilization of office facilities.

Similarly, the phenomenon of teamwork, a lack of teamwork among employees is demonstrated by situations where some employees appear inactive during operational hours while others are still busy completing work. Issues with punctuality in attendance are also found among some employees. The lack of cohesiveness and cooperation among employees sometimes results in work being incompletely completed on time, and indirectly, the resulting performance does not meet expectations. Therefore, this needs to be a concern for agencies in developing employee performance so that set targets can be achieved (Sutrisno, Estiana, & Purnomo, 2022). Furthermore, work discipline at the Pematangsiantar City DPRD Secretariat Office regarding working hour regulations is not yet fully optimal. Several employees were observed not adhering to the arrival schedule and were often absent from the workspace during operational hours. Therefore, to

improve work discipline, stricter appeals and efforts are needed to be given to employees (Lubis, 2020).

By providing adequate work facilities, encouraging good cooperation, and maintaining work discipline, the DPRD can ensure that their employees work effectively and efficiently in supporting the important functions of the institution. Therefore, the researcher is interested in conducting a study entitled "The Effect of Work Facilities, Teamwork, and Work Discipline on Employee Performance at the Pematangsiantar City DPRD Secretariat Office"

## **2. Method**

In general, research is the process of discovering new facts to develop into a theory. Research is divided into two types: quantitative and qualitative. The type of research applied in this study is the quantitative method. According to Sugiyono (Zahrah Fajriya, M. Azis Firdaus, & Rachmatullaily Tinakartika Rinda, 2022) , quantitative research is research that can be explained numerically and calculated using specific formulas, based on percentages and other statistical calculations (Hustia, 2020) . This research was conducted at the Secretariat of the Pematangsiantar City DPRD located at Jl. H. Adam Malik No.1, Proklamasi, West Siantar District, Pematang Siantar City, North Sumatra 21144. The estimated time of this research is from December 2024 - Completion. In the context of research, population refers to a comprehensive group of objects or individuals that have characteristics and numbers that have been determined by the researcher to draw generally applicable conclusions (Kusumayanti, Ratnasari, & Hakim, 2020) . The population in this study was 35 employees at the Pematangsiantar City DPRD Secretariat Office. The data analysis technique in this study is a series of steps to interpret research results and draw conclusions (Yoga, Yulianto, Indriyani, Setiadi, & Khojin, 2019) .The purpose of this analysis is to reveal the relationship of influence between several independent variables and the dependent variable. Hypothesis testing is a decision-making method based on data analysis. In this study, hypothesis testing will be conducted, including partial tests (t-test), simultaneous tests (F-test), and coefficient of determination (R<sup>2</sup>) tests (Anam, 2018) .

## **3. Result and Discussion**

### **Research result**

This study aims to determine the effect of work facilities, teamwork, and work discipline on employee performance. The method used is multiple regression analysis. Prior to this, variable instrument testing was conducted, namely validity and reliability tests. Furthermore, assumption tests were conducted including normality, multicollinearity, and heteroscedasticity tests (Widyastuti & Kremer, 2021) . In this research, 35 employees working at the Pematangsiantar City DPRD Secretariat Office received and completed a questionnaire. The following are the characteristics and responses of respondents regarding the effect of work facilities (X<sub>1</sub> ), teamwork (X<sub>2</sub> ), and work discipline (X<sub>3</sub> ) on employee performance (Y) at the Pematangsiantar City DPRD Secretariat Office.

## Respondent Identity

The results of this study will describe the identity of respondents based on gender, age, education and occupation of respondents, namely:

**Table 1. Respondent Identity Based on Gender**

Gender	Frequency	Percentage
Man	12	34.29%
Woman	23	65.71%
<b>Total</b>	<b>35</b>	<b>100%</b>

Based on the table above, it is known that the number of male respondents was 12 people (34.29%), while the number of female respondents was 23 people (65.71%). This shows that the respondents were predominantly female.

## Hypothesis Testing

### Partial Significance Test (t-Test)

The t-hypothesis test is carried out by comparing the calculated t-value with the t-table value, then the alternative hypothesis ( $H_2$ ) states that one independent variable individually influences the dependent variable. The t-table formula is degrees of freedom (df) = (nk) with an error rate ( $\alpha$ ) = 5% (Hasbi, Mulyadi, Mustari, & Ilyas, 2021).

$n$  = number of samples,  $k$  = number of variables used

$n = 35, k = 4$

Degree of freedom (df) = (nk) = 35 - 4 = 31, and the t table value obtained is 2.039.

**Table 2. Partial Effect Significance Test**

Coefficients <sup>a</sup>	Unstandardized coefficients		Standardized coefficients		t	Sig.
	B	Std. Error	Beta			
Model (Constant)	1,508	,293			5,0	,0
Work facilities	,172	,065	,271		2,662	,012
Teamwork	,121	,054	,224		2,224	,032
Work discipline	,306	,056	,593		5,432	,000

a. Dependent Variable: Employee Performance

Table in above that the results obtained:

1. It is known that the calculated t value of work facilities is 2.662 > t table 2.039 and the sig value is 0.012 < 0.05, so it can be concluded that work facilities partially have a significant positive effect on employee performance.

2. Based on the analysis results, the calculated t value for the teamwork variable (2.243) > the critical limit of the t table (2.039). In addition, the significance value obtained was  $0.032 < 0.05$ . This finding indicates that teamwork partially has a significant positive impact on employee performance.
3. With a significance value of 0.000 which is lower than 0.05, and a calculated t value for work discipline (5.427) which is greater than the t table (2.039), it can be concluded that work discipline partially has a significant positive impact on employee performance.

### Simultaneous Significance Test (F-Test)

To investigate whether a set of independent variables as a whole contributes significantly to the variation of the dependent variable in the model, the F test is used. The formula for the F table is:

$$df\ 1 = k-1, df\ 2 = nk$$

$$df1 = 4 - 1 = 3, df2 = 35 - 4 = 31$$

So the calculated F value is 2.91

**Table 3. Significance Test of Simultaneous Effects**

ANOVA <sup>a</sup>					
Model	Sum of squares	df	Mean square	F	Sig.
1 Regression	,566	3	,189	29,46	,000 <sup>b</sup>
Residual	,199	31	,006		
Total	,765	34			

a. Dependent Variable: Employee Performance

b. Predictors: (Constant), Work Discipline, Teamwork, Work facilities

Based on the table, it is known that the calculated F value is 29.462 > F table 2.83 and the *Sig value* is  $0.000 < 0.05$ , so it can be concluded that work facilities, teamwork, and work discipline are considered simultaneously, these factors show great significance on employee work results.

### Analysis of the Coefficient of Determination

As a proportional indicator, the coefficient of determination ( $R^2$ ) assesses the effectiveness of the independent variable in explaining fluctuations in the dependent variable through a regression model. An  $R^2$  value approaching 1 indicates that most changes in the dependent variable can be predicted by the independent variables used (Setianigsih & Kader, 2019).

**Table 4. Coefficient of Determination**

Model Summary <sup>b</sup>			
Model	Square	Adjusted R Square	Standard Error of the Estimate
1	71.500 <sup>a</sup>	0.715	80058

Predictors: (Constant), Work Discipline, Teamwork, Work Facilities  
 Dependent Variable: Employee Performance

Based on the table, the adjusted R<sup>2</sup> value obtained is 0.715. This figure indicates that variables such as work facilities, teamwork, and work discipline collectively contribute 71.5% to variations in employee performance. Meanwhile, the remaining 28.5% of the variation is influenced by other factors or variables not included in this study.

## Discussion

### The Influence of Work Facilities on Employee Performance

Research results show a positive and significant correlation between some work facilities and employee performance at the Pematangsiantar Regional People's Representative Council (DPRD) Secretariat Office. In other words, the availability of more adequate work facilities tends to improve employee performance. Adequate work facilities, such as a comfortable workspace, complete work equipment, and other supporting facilities, help employees carry out their tasks more effectively and efficiently. The analysis found that work facilities significantly contribute to increased employee productivity (Akib, Elpisah, & Fhareza, 2022). Employees who work with good facilities tend to be more focused, complete work quickly, and have a higher level of job satisfaction. Conversely, limited facilities can hinder work processes and reduce performance. Given this positive and significant influence, it is important for relevant parties to continuously improve the quality of work facilities to create a conducive work environment. Improving facilities can be one strategy to support employee performance improvement at the Pematangsiantar Regional People's Representative Council (DPRD) Secretariat Office.

### The Influence of Teamwork on Employee Performance

Based on the research conducted, it was revealed that teamwork partially has a positive and significant effect on employee performance at the Pematangsiantar Regional People's Representative Council (DPRD) Secretariat Office. Improving the quality of teamwork has implications for improving employee performance. A work environment that supports communication, coordination, and mutual assistance among employees encourages efficiency in completing tasks. Employees who are able to work well in teams tend to be more productive because they can share tasks, exchange ideas, and complete work more effectively (Devinta & Santosa, 2022). With synergy within the team, obstacles in the work can be minimized, so tasks can be completed more quickly and with optimal results. Conversely, a lack of teamwork can lead to an imbalance in the workload, misunderstandings, and decreased employee motivation, which impacts overall

performance. Therefore, it is important for agencies to continue to encourage a culture of good cooperation to create a harmonious and productive work environment, thereby improving employee performance at the Pematangsiantar Regional People's Representative Council (DPRD) Secretariat Office (Rachmawati & Kaluge, 2020) .

### **The Influence of Work Discipline on Employee Performance**

Based on the research conducted, it was revealed that work discipline has a partial positive and significant effect on employee performance at the Pematangsiantar Regional People's Representative Council Secretariat Office. The higher the employee's discipline at work, the better the work results they achieve. Good work discipline is evident in adherence to working hours, completing tasks on time, and being responsible in carrying out obligations. Employees with high discipline are more consistent in completing work with optimal results. (Onih & Sardjijo, 2023) . They tend to work more regularly, avoid delays, and maintain work quality according to established standards. Conversely, a lack of work discipline can lead to delays in completing tasks, low productivity, and irregularities in carrying out work. Given these positive and significant influences, it is important for agencies to continue instilling a culture of discipline in the workplace. Implementing clear rules and providing appreciation to employees who demonstrate high discipline can be effective steps to improve employee performance at the Pematangsiantar DPRD Secretariat Office (Hakim, Kamase, Serang, & Arfah, 2021) .

### **The Influence of Work Facilities, Teamwork, and Work Discipline on Employee Performance**

The results of the study indicate a significant positive influence between work facilities, teamwork, and work discipline on the performance of Pematangsiantar City DPRD employees. Adequate work facilities provide comfort and ease in carrying out tasks, so that employees can work more efficiently and productively (S, Herlambang, & Cahyono, 2018) . This is in line with the theory that states that a good work environment will increase employee enthusiasm and focus. In addition, good teamwork also contributes positively to employee performance. Harmonious cooperation allows for effective division of tasks, smooth communication, and support between team members in completing work (Candana, Putra, & Wijaya, 2020) . This condition helps reduce conflict and improve coordination, so that organizational goals can be achieved more optimally. Work discipline has also been shown to have a significant influence on employee performance (Catio & Sunarsi, 2020) . Disciplined employees demonstrate a high commitment to their responsibilities, maintain working hours, and comply with applicable regulations. Good discipline creates order and consistency in carrying out tasks, so that work results are maximized. Overall, these three variables together significantly strengthen the performance of Pematangsiantar City DPRD employees (Saleh & Utomo, 2018)

#### **4. Conclusion**

In this study, the researcher intends to determine "The Influence of Work Facilities, Teamwork, and Work Discipline on Employee Performance at the Pematangsiantar City DPRD Secretariat Office." The results obtained after completing all tests are as follows:

1. This study shows a significant positive effect between work facilities and employee performance. This finding is supported by a comparison of the calculated t-value of  $2.662 > t\text{-table } 2.039$  and a sig. value of  $0.012 < 0.05$ .
2. This study shows a significant positive influence between teamwork and employee performance. This finding is supported by a comparison of the calculated t-value of  $2.243 > t\text{-table } 2.039$  and a sig. value of  $0.032 < 0.05$ .
3. This study shows a significant positive influence between work discipline and employee performance. This finding is supported by a comparison of the calculated t-value of  $5.427 > t\text{-table } 2.039$  and a sig. value of  $0.000 < 0.05$ .
4. This study shows a significant positive influence between work facilities, teamwork, and work discipline on employee performance. This finding is supported by a comparison of the calculated t-value, namely  $F \text{ count } 29.462 > F \text{ table } 2.83$  and a Sig value of  $0.000 < 0.05$ .
5. The research analysis revealed that 71.5% of the variation in employee performance can be explained by work facilities, team synergy, and work discipline (adjusted R-square = 0.715), while the remaining 28.5% is influenced by other factors.

## 5. Suggestion

Based on the research findings and conclusions outlined, the researchers propose several recommendations that they hope will be useful to stakeholders involved in this study. These recommendations are:

1. To improve work facilities at the Pematangsiantar City DPRD Secretariat Office, it is necessary to procure modern equipment, improve workspaces, increase internet access, provide rest areas, and provide health and hygiene facilities to support employee productivity.
2. To improve teamwork at the Pematangsiantar City DPRD Secretariat Office, teamwork training, open communication, team building activities, clear division of tasks, appreciation for contributions, and a culture of mutual support are needed to improve work effectiveness.
3. To improve work discipline at the Pematangsiantar City DPRD Secretariat Office, it is necessary to enforce strict rules, implement rewards and punishments, increase awareness of responsibility, monitor attendance, and provide regular coaching to build a professional work culture

## 6. References

- Akib, R., Elpisah, E., & Fhareza, M. (2022). Peran Budaya Kerja Sekolah Terhadap Peningkatan Kinerja Tenaga Pendidik Dan Kependidikan. *Jambura : Economic Education Journal*, 4(1), 42–50. <https://doi.org/10.37479/Jeej.V4i1.12228>
- Anam, C. (2018). Pengaruh Motivasi, Kompetensi, Kepemimpinan, Lingkungan Kerja Dan Disiplin Kerja Terhadap Kinerja Guru Di Sekolah Menengah Kejuruan. *Dirasat: Jurnal Manajemen Dan Pendidikan Islam*, 4(1), 40–56. <https://doi.org/10.26594/Dirasat.V4i1.1196>

- Candana, D. M., Putra, R. B., & Wijaya, R. A. (2020). Pengaruh Motivasi Dan Lingkungan Kerja Terhadap Kinerja Karyawan Dengan Disiplin Kerja Sebagai Variabel Intervening Pada Pt Batang Hari Barisan. *Jurnal Ekonomi Manajemen Sistem Informasi*, 2(1), 47–60.
- Catio, M., & Sunarsi, D. (2020). Analisa Pengaruh Kompetensi, Disiplin Kerja Dan Motivasi Terhadap Kinerja Guru Pada Smk Sasmita Jaya 1 Pamulang Kota Tangerang Selatan. *Equilibrium: Jurnal Penelitian Pendidikan Dan Ekonomi*, 17(02), 16–26. <https://doi.org/https://doi.org/10.25134/Equi.V17i02.2708>
- Devinta, S., & Santosa, A. B. (2022). Pengaruh Kompetensi Profesional Dan Disiplin Kerja Terhadap Kinerja Guru Dengan Gaya Kepemimpinan Transformasional Sebagai Moderasi. *E-Bisnis: Jurnal Ilmiah Ekonomi Dan Bisnis*, 15(2), 294–303. <https://doi.org/https://doi.org/10.51903/E-Bisnis.V15i2.840>
- Febrianto, S. E. (2021). Faktor-Faktor Yang Mempengaruhi Kepemimpinan Dan Kerjasama Tim: Kepemimpinan, Komunikasi Efektif, Pendekatan Kepemimpinan Tim, Dan Efektivitas Tim (Suatu Kajian Studi Literature Review Ilmu Manajemen Terapan). *Jurnal Manajemen Pendidikan Dan Ilmu Sosial*, 2(2), 598–609. <https://doi.org/https://doi.org/10.38035/Jmpis.V2i2.522>
- Gema Pertiwi, E., & Yanti, N. (2024). Pengaruh Kompetensi Sdm, Motivasi Kerja, Dan Semangat Kerja Terhadap Kinerja Pegawai Pada Dinas Koperasi Dan Umkm Provinsi Sumatera Barat. *Ekasakti Matua Jurnal Manajemen*, 2(1), 94–105.
- Hakim, M., Kamase, J., Serang, S., & Arfah, A. (2021). Pengaruh Kepemimpinan, Kompetensi Dan Kompensasi Terhadap Kinerja Guru Melalui Disiplin Kerja. *Seiko: Journal Of Management & Business*, 4(1), 98–115. <https://doi.org/https://doi.org/10.37531/Sejaman.V4i1.970>
- Hasbi, H., Mulyadi, A., Mustari, M., & Ilyas, G. B. (2021). Pengaruh Kompetensi Pedagogik, Disiplin Kerja, Dan Kondisi Lingkungan Sekolah Terhadap Kinerja Guru Sma Negeri 1 Soppeng. *Bata Ilyas Educational Management Review*, 1(1). <https://doi.org/https://doi.org/10.37531/Biemr.V1i1.89>
- Hustia, A. (2020). Pengaruh Motivasi Kerja, Lingkungan Kerja Dan Disiplin Kerja Terhadap Kinerja Karyawan Pada Perusahaan Wfo Masa Pandemi. *Jurnal Ilmu Manajemen*, 10(1), 81. <https://doi.org/10.32502/Jimn.V10i1.2929>
- Irpan Nurhab, M. (2022). Penyuluhan Pengelolaan Manajemen Sumber Daya Manusia Dalam Meningkatkan Kinerja Sma Muhammadiyah 4 Kota Bengkulu. *Jurnal Umum Pengabdian Masyarakat*, 1(1), 23–28. <https://doi.org/10.58290/Jupemas.V1i1.44>
- Kusumayanti, K., Ratnasari, S. L., & Hakim, L. (2020). Pengaruh Motivasi Kerja, Disiplin Kerja, Lingkungan Kerja, Dan Gaya Kepemimpinan Terhadap Kinerja Pegawai Negeri Sipil Dinas Perindustrian Dan Perdagangan Daerah Pemerintah Kota Batam. *Bening*, 7(2), 178–192. <https://doi.org/https://doi.org/10.33373/Bening.V7i2.2445>
- Lubis, S. (2020). Pengaruh Lingkungan Kerja, Disiplin Kerja, Dan Motivasi Kerja Terhadap Kinerja Guru Madrasah Aliyah Negeri 2 Model Medan. *Edutech: Jurnal Ilmu Pendidikan Dan Ilmu Sosial*, 6(1), 17–25. <https://doi.org/http://dx.doi.org/10.30596%2fedutech.V6i1.4391>
- Onih, O., & Sardjijo, S. (2023). Pengaruh Disiplin Kerja Guru, Kompetensi Profesional Guru Dan Motivasi Belajar Siswa Terhadap Prestasi Belajar Siswa Sd Di Kecamatan Sepatan

- Timur Kabupaten Tangerang. *Jurnal Darma Agung*, 30(1), 885–899. <https://doi.org/http://dx.doi.org/10.46930/Ojsuda.V30i1.2733>
- Pratidina, S. P., & Fuady, M. E. (2023). Pesan Moral Dalam Film Untuk Membangun Personal Branding. *Bandung Conference Series: Public Relations*, 3(2), 598–603. <https://doi.org/10.29313/Bcspr.V3i2.8400>
- Rachmawati, L., & Kaluge, L. (2020). Kompetensi Profesional Guru, Motivasi Kerja, Dan Disiplin Kerja Terhadap Kinerja Guru. *Jurnal Penelitian Dan Pendidikan Ips*, 14(1), 1–6. <https://doi.org/https://doi.org/10.21067/Jppi.V14i1.4764>
- S, S., Herlambang, T., & Cahyono, D. (2018). Dampak Motivasi, Disiplin Kerja Dan Kepemimpinan Kepala Sekolah Terhadap Kinerja Guru. *Jurnal Sains Manajemen Dan Bisnis Indonesia*, 8(2). <https://doi.org/10.32528/Jsmbi.V8i2.1785>
- Safitri, S. N., Devi, A. O. T., & Nugrahadi, B. (2024). Perancangan Fasilitas Kerja Pada Bagian Staffing/Packing Dengan Pendekatan Ergonomi Untuk Mengurangi Risiko Musculoskeletal Disorder (Msd): Studi Kasus Di Pt Excellence Qualities Yarn (Pt Epy). *Jupiter: Publikasi Ilmu Keteknikan Industri, Teknik Elektro Dan Informatika*, 2(2), 260–273.
- Saleh, A. R., & Utomo, H. (2018). Pengaruh Disiplin Kerja, Motivasi Kerja, Etos Kerja Dan Lingkungan Kerja Terhadap Produktivitas Kerja Karyawan Bagian Produksi Di Pt. Inko Java Semarang. *Among Makarti*, 11(1). <https://doi.org/10.52353/Ama.V11i1.160>
- Setianigsih, W., & Kader, M. A. (2019). Pengaruh Disiplin Kerja, Kompetensi, Dan Kompensasi Terhadap Kinerja Guru. *Jurnal Ekologi Ilmu Manajemen*, 5(2), 313–320. <https://doi.org/http://dx.doi.org/10.2827/Jeim.V5i2.1761.G1425>
- Silalahi. (2019). Pengaruh Gaya Kepemimpinan, Disiplin Kerja Dan Motivasi Terhadap Kinerja Karyawan Indomaret Di Semarang. *Journal Of Chemical Information And Modeling*, 53(9), 1689–1699.
- Sugiana, S. D. R., & Fadli, U. M. D. (2023). Efektivitas Penerapan Kehadiran Online Simkes Khanza Dalam Meningkatkan Disiplin Kerja Pegawai Di Klinik Amanah. *Jurnal Economina*, 2(8), 1927–1935. <https://doi.org/10.55681/Economina.V2i8.695>
- Sutrisno, N., Estiana, R., & Purnomo, D. (2022). Kompetensi Profesional Dan Disiplin Kerja Serta Motivasi Sebagai Variabel Intervening Terhadap Kinerja Dosen Selama Pandemi Covid-19. *Atrabis: Jurnal Administrasi Bisnis (E-Journal)*, 8(1), 8–17. <http://www.jurnal.plb.ac.id/index.php/atrabis/article/view/909>
- Syafaruddin, S., Mesiono, M., & Muhammedi, M. (2021). Penyusunan Rencana Strategis Dalam Pengembangan Budaya Mutu Pendidikan Di Sekolah Tinggi Agama Islam Syekh H. Abdul Halim Hasan Al Ishlahiyah Binjai. *Edukasi Islami: Jurnal Pendidikan Islam*, 10(01). <https://doi.org/10.30868/Ei.V10i01.1497>
- Widyastuti, W., & Kremer, H. (2021). Pengaruh Kepemimpinan, Motivasi Kerja Dan Disiplin Kerja Terhadap Kinerja Pegawai Di Lingkungan Sd Negeri 001 Sekupang. *Rekaman: Riset Ekonomi Bidang Akuntansi Dan Manajemen*, 5(2), 205–211. <http://www.ojs.jurnalrekaman.com/index.php/rekaman/article/view/109>
- Yoga, D., Yulianto, A., Indriyani, A., Setiadi, R., & Khojin, N. (2019). Pengaruh Motivasi Kerja, Lingkungan Kerja Dan Disiplin Kerja Terhadap Kinerja Pegawai Pada Badan Pusat Statistik (Bps) Brebes. *Journal Of Economics And Management (Jecma)*, 1(1), 1–13. <http://jurnal.umus.ac.id/index.php/jecma/article/view/909>

- Zahrah Fajriya, M. Azis Firdaus, & Rachmatullaily Tinakartika Rinda. (2022). Pengaruh Lingkungan Kerja Dan Disiplin Kerja Terhadap Kinerja Staf Pengajar Sdita El Ma'mur Bogor. *Jurnal Ekonomi Bisnis Dan Akuntansi*, 3(1), 39–52. <https://doi.org/10.55606/Jebaku.V3i1.742>
- Zamjani, I. (2019). Pelaksanaan Program Indonesia Pintar Bagi Penerima Kartu Indonesia Pintar Reguler: Studi Di Empat Daerah Kunjungan Kerja Presiden Tahun 2017. *Jurnal Penelitian Kebijakan Pendidikan*. <https://doi.org/10.24832/Jpkp.V11i2.225>