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The Effect of Work Discipline, Work Ethic, and Work Environment on Employee Performance at PT Bank Pembangunan Daerah Jambi Tebo Branch

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Abstract:

This study aims to test or analyze the impact of work discipline, work ethic, and work environment on employee performance at PT bank pambanguna daerah jambi branch Tebo. The sample for this study was taken from 44 employees of the bank and bangunan daerah branch Tebo. The type of data used in this study is primary data, with the data collection method using a questionnaire and analyzed using SPSS 25. The results show that simultaneously work discipline work ethic and work environment have a positive and significant effect on the performance of employees at the bank Pembangunan daerah branch tebo. This is based on the testing conducted by comparing the calculated F value with the table F value because the calculated F value is greater than the table F value ($36.493 > \text{within } 2.839$). The F value is 36.493 with a significance level ($0.000 < 0.05$). The results of this research partially show that work ethic has a positive and significant effect on employee performance, work ethic does not have an effect is not significant on employee performance, and work environment has a positive and significant effect on employee performance. Simultaneously work discipline, work ethic and work environment have a significant effect on employee performance.

Keywords : *work discipline, work ethic, work environment and employee performance*

INTRODUCTION

In a company, human resources are very important as they are fundamentally one of the crucial investments for the development of a company. If the human resources are good and high quality, the company will easily achieve its targeted goals, because human resources are also one of the keys to success in a company. To improve the quality of company performance, it requires high quality human resources according to a Fondi 2021: 3 human resource. Management involves the recruitment selection development maintenance and utilization of human resources to achieve individual or company goals (Surjono 2018).

Human resources play a central role in achieving organizational goals, as the success of an organization depends on their ability to carry out their duties and functions. People are constantly the main driving force behind organizational activities, acting as planners, implementers and determinants of the achievement of organizational goals (Samsumi 2017). One of the core elements of human resource management is performance management which is responsible for managing employee performance. And According to Adhinata (2015:25), discipline is an important factor in achieving organizational goals, whereby it is the duty of leaders to ensure that employees are aware of the need to obey all rules and are conscious of their duties and responsibilities. Thus, discipline can be defined as attitudes, behaviors, and actions that are in accordance with the written and unwritten rules of the organization. (Ilmiah et al., n.d.)

Employee performance is influenced by their level of willingness and openness towards themselves and others when carrying out their duties (Sukmawati Anita, Sundari Sri, and Pakpahan Marisi 2024). Adhari (2020:77) states that employee performance is the result produced by specific job functions or activities during a certain period of time, which demonstrates the quality and quantity of the work (Suparyanto dan Rosad 2015). And According to (Mangkunegara, 2017), employee performance is the result of work that covers the quality and quantity produced by an employee in carrying out their work in accordance with the responsibilities that have been given. (Ferdinal et al., 2024)

It is the responsibility of an office or institution to pay attention to employee work discipline so that employee performance improves and employees do not engage in unnecessary activities during working hours. Work discipline is a concept in the workplace or management that requires employees to behave in an orderly manner. As seen at PT Bank Pembangunan Daerah Jambi Branch Tebo, the lack of employee responsibility in completing tasks that should have been finished today has led to delays, resulting in a backlog of tasks by the end of the month. Discipline is a state that motivates employees to act and perform all activities in accordance with established rules (Ii, Kerja, dan Kerja 2019).

Every employee must have a work ethic in carrying out their work so that they can work well and effectively. (Purwanto et al., 2023). A poor work ethic also contributes to the accumulation of paperwork, causing employees to become unstable in completing their work. An unstable work ethic can affect employee performance within the company, so a good work ethic is very important in improving performance. If the work ethic is good it can improve concentration in performing work. This is to minimize the likelihood of the same issues recurring which can increase workloads and employee stress, causing their concentration and focus to become unstable due to the pressure and

workload. According to Sinamon 2011, work ethic is a set of positive work behaviors rooted in strong collaboration, fundamental beliefs and total commitment to an integrated work paradigm .(Ifan Aditiya, Ratmono 2022). a high work ethic is an absolute prerequisite that must be cultivated in this life particularly in terms of employees adapting to their workplace and colleagues (Lawu et al., 2019).(Syesia dan Arif 2021)

The work environment in a company is very important for management to pay attention to. Problems in the work environment include conflict, workload, lack of motivation and unclear communication. One problem that can be seen at PT Bank Pembangunan Daerah Jambi Cabang Tebo is the high workload that must be completed within a specified time. The work environment is the atmosphere in which employees carry out their daily activities (Sedarmayanti 2012), therefore the work environment significantly influences employee performance. If the work environment is unstable, employee performance will be inefficient. Conversely, if the work environment is stable and good, employee performance will be optimal. The work environment encompasses everything surrounding an employee and can influence their ability to perform their duties (Afandi, 2021:65).(Surjono 2018). And The work environment is all the work facilities and infrastructure surrounding employees who are performing work that can affect the execution of the work. This work environment includes the workplace, facilities, and work tools, cleanliness, lighting, tranquility, as well as the working relationships between the people in that place (Wibowo, 2018).(Susmika et al., 2022)

Problem formulation

based on the background of the problem and problem identification the issues in this research can be formulated as follows:

1. how does work discipline affect employee performance at PT bank pembangunan daerah jambi branch Tebo?
2. how does work ethic affect employee performance at PT Bank Pembangunan daerah jambi branch tebo ?
3. how does the work environment affect employee performance at PT bank Pembangunan daerah jambi branch Tebo?
4. analyzing work discipline, work ethic and work environment simultaneously on employee performance at PT bank Pembangunan daerah jambi branch tebo?

LITERATURE REVIEW

According to Hestie Widayanti (2022), performance is the result of work achievements or the work output of an employee based on the quantity and quality they aim to achieve in performing their functions in accordance with their responsibilities. (Husna dan Prasetya 2024). Sinaga (2020:14) states that performance is the result of an individual's work functions or activities within an organization, influenced by various factors to achieve organizational goals within a specific time period. (Suparyanto dan Rosad 2015).

According to Afandi (2021,11), Work Discipline is a set of rulers or Regulations established by an organizatio's Management, appropvet By the board Of Commissioners or shareholders, Agreed upon by the labor union, and acknowledged by the labor department. Subsequently the People who are

part of the organization comply with the existing rules willingly, thereby creating and forming through a process of a series of behaviors that demonstrate the values of obedience, compliant compliance, Regularity and order. (Arfansyah 2022)

According to Tasmara in the Study (Putra et al., 2022) work ethics is the totality Of one's personality, as well as the way one expresses, perceives, believes And gives meaning to something that motivates them to act and work optimally. Meanwhile, according to moeheriono in sucitra's research (20), work ethic is the spirit or enthusiasm for work that demonstrstes a willingness to collaborate, dabate and achieve, thereby yielding tanginle results and contributing to the progress of the organization and the nation. . (Asiva Noor Rachmayani 2015)

According to (Ekawati, 2022), the work environment Is the condition surrounding workers while they perform their duties, which have an impact on workers when carrying out their work in the context of running company operations, because the work environment plays an important role for workers in ensuring that their tasks are carried out effectively and efficienlly. Meanwhile, according to (Latifa et al., 2022) the work environment where employees perform their daily work. A conducive work environment provides a sense of security and enhances employees' ability to work optimal. According to Prasetyo (2021), the work environment encompasses all tools, materials and methods used by an individual or group in their work, as well as the organization of their work. (Marisya 2022)

Tabel 1: State of the Art

No	Penulis Dan Tahun	Judul Jurnal	Hasil Penelitian
1.	(Gina Octaviani dan Muhardi 2022)	The Influence of Leadership Style, Work Discipline And Islamic Work Ethic On Employee Performance	The results of the study indicate that leadership style does not affect performance, wort discipline affects performance and Islamic work ethic affects performance. Leadership style, work discipline and Islamic work ethic collectively affect employee performance at PAD I in BPPD Kota Bandung

No	Penulis Dan Tahun	Judul Jurnal	Hasil Penelitian
2.	(PENGARUH GAYA KEPEMIMPINAN, ETOS KERJA 2019)	The Influence of Leadership Style, Work Ethic, Competence And Work Discipline	The results of the study indicate that, partially, Leadership style does not have a significant effect on employee performance at PT PLN Manado Branch. Partially, Work Ethic, Competence and Work Discipline significantly influence Employee Performance at PT PLN Branch Manado and simultaneously, Leadership Style, Work Ethic, Competence and Work Discipline significantly influence Employee Performance at PT PLN Branch Manado.
3.	(Bakri 2013)	The Influence of Work Ethic, Competence and Work Environment on Employee Performance at PT Hadji Kalla in Makassar	The results of this study indicate that: 1) employee of PT.Hadji Kalla in Makassar have a strong work ethic, which has a positive impact on employee performance, 2) employee of PT. Hadji Kalla in Makassar have high competence, which has a positive impact on employee performance, 3) the better the working environment at PT.Hadji Kalla in Makassar, The better the employee performance.
4.	(Syessilia dan Arif 2021)	The Influence Of Work Ethic, Job Training And Work Discipline On Employee Performance At PT .Bumi Menara Internusa	The results of this study indicate that work ethic has a positive but insignificant effect on employee performance, job training has a positive but insignificant effect on employee performance and work discipline has a positive but insignificant effect on employee performance.
5.	(Suryadi dan Karyono 2022)	The Influence of Job Satisfaction, Work Discipline and Work Ethic on Employee Performance At PT.Keihin Indonesia	The results of this study can be seen with a partial T-test and state that job satisfaction has a positive and significant effect on performance, work discipline has a positive and significant effect on performance, work ethic has a positive and significant effect on the performance of PT.Keihin Indonesia employees.

Source: Research Result

METHOD

This research method uses quantitative analysis techniques, namely questionnaires. Quantitative methods aim to test established hypotheses that will be used to study specific populations and samples, collect data using research instruments and perform quantitative or statistical data analysis. (Dan 2021)

1. Validity testing

Validity testing is conducted to determine the validity of a questionnaire. To obtain the results of the validity test, SPSS version 25 (Statistical Package for Social Science) computer software was used.

2. Reliability Test

The reliability test is a test of data obtained, for example, from the results of a questionnaire that has been distributed. The reliability test is carried out by calculating the

Cronbach's alpha value of each of the five dimensions being tested.

3. **Normality Test**

Normality aims to determine whether the data population is normally distributed or not. The normality test in this study is used to test whether there is a normal distribution between the related variables and the independent variables in the regression model. If the data distribution is normal or to determine whether the data is normally distributed or not, a nonparametric statistical test can be used. The nonparametric statistical test used is the One-Sample Kolmogorov-Smirnov (1-Sample K-S) test. If the results show a significant probability value above 0.05, then the variables are normally distributed.

4. **Multicollinearity**

The multicollinearity test aims to test whether there is a perfect or near-perfect linear relationship between two or more independent variables in a regression model. A regression model between independent variables can be said to have no multicollinearity if the VIF (Variance Inflation Factor) value shows a tolerance value < 0.10 and a VIF value < 0.10 , indicating multicollinearity among the independent variables in the regression model.

5. **Heteroscedasticity Test**

The heteroscedasticity test is a test that aims to test the similarity of the variance of the residuals in a regression model. A good regression model is homoscedastic or does not exhibit heteroscedasticity.

The criterion for heteroscedasticity in a regression model is if the significance is > 0.05 , which means that if the significance is > 0.05 , the research can be continued.

6. **Multiple Regression Test**

Multiple regression equations aim to measure the magnitude of the influence of independent variables on dependent variables that predict the dependence of dependent variables on independent variables, where the requirement is that any dependent variable must be interval scaled.

7. **Partial Test (t-test)**

This partial test is used to determine whether the independent variable has a significant effect on the dependent variable.

8. **Simultaneous test (F test)**

The F test is used to determine whether the independent variables have a simultaneous effect on the dependent variable and whether that effect is significant or not.

9. **Uji Koefisien Determinasi (R^2)**

Koefisien determinasi menunjukkan sejauh mana tingkat hubungan antara variabel dependen dengan variabel independen atau sejauh mana kontribusi variabel independen mempengaruhi variabel dependen.

RESULTS AND DISCUSSION

• Independent Variable Work Discipline (X1)

From the results of data processing on the Work Discipline variable, the following validity test

results were obtained:

Table 2 Work Discipline Variable (X1) Validity Test Results

No Item Question	r count = 44	r table 5% Df = 44 - 3 = 41	Criteria
1	0,438	0,304	Valid
2	0,604	0,304	Valid
3	0,693	0,304	Valid
4	0,739	0,304	Valid
5	0,742	0,304	Valid
6	0,739	0,304	Valid
7	0,781	0,304	Valid
8	0,724	0,304	Valid
9	0,805	0,304	Valid
10	0,817	0,304	Valid

(Source: SPSS version 25 data processed)

- Independent Variable Work Ethic (X2)

From the results of data processing on the Work Ethic variable, the following validity test results were obtained:

Table 3 Work Ethic Variable Validity Test Results (X2)

No Item Question	r count = 44	r table 5% Df = 44 - 3 = 41	criteria
1	0,637	0,304	Valid
2	0,700	0,304	Valid
3	0,774	0,304	Valid
4	0,812	0,304	Valid
5	0,701	0,304	Valid
6	0,770	0,304	Valid
7	0,749	0,304	Valid
8	0,780	0,304	Valid
9	0,653	0,304	Valid
10	0,682	0,304	Valid

(Source: SPSS version 25 data processed)

- Work Environment Independent Variable (X3)

From the results of data processing on the Work Environment variable, the following validity test results were obtained:

Table 4 Work Environment Variable (X3) Validity Test Results

No Item Question	r count = 44	r table 5% Df = 44 - 33 = 41	Criteria
1	0,784	0,304	Valid

2	0,602	0,304	Valid
3	0,819	0,304	Valid
4	0,741	0,304	Valid
5	0,704	0,304	Valid
6	0,729	0,304	Valid
7	0,775	0,304	Valid
8	0,776	0,304	Valid
9	0,705	0,304	Valid
10	0,686	0,304	Valid

(Source: SPSS version 25 data processed)

- Independent Variable: Employee Work Performance

From the results of data processing on the Work Ethic variable, the following validity test results were obtained:

Table 5 Validity Test Results for Performance Variables (X1)

No Item Question	r count = 44	r table 5% Df = 44 - 3 = 41	Criteria
1	0,813	0,304	Valid
2	0,772	0,304	Valid
3	0,780	0,304	Valid
4	0,831	0,304	Valid
5	0,823	0,304	Valid
6	0,795	0,304	Valid
7	0,735	0,304	Valid
8	0,875	0,304	Valid
9	0,645	0,304	Valid
10	0,876	0,304	Valid

(Source: SPSS version 25 data processed)

- Reliability Test

Reliability is the level of reliability of a questionnaire. After the instruments for the variables of Work Discipline (X1), Work Ethic (X2), Work Environment (X3), and Employee Performance (Y) were declared valid, a reliability test was then conducted on each variable. From the reliability testing of these variables, the results obtained are shown in Table 5 as follows:

Table 5 Reliability of Work Stress (X1), Workload (X2), Work Motivation (X3), and Employee Performance (Y)

Variabel	Variables		Rule of thumb	Decision
	N = 44 Number of questions	Cronbach alpha		
Discipline Work	10	0,888	0,6	Reliable
Work Ethos	10	0,900	0,6	Reliable
Working Environment	10	0,901	0,6	Reliable
Performance (Y)	10	0,929	0,6	Reliable

(Source: SPSS version 25 data processed)

- Normality Test

The normality test aims to determine whether a data distribution is normal or not. Basically, the normality test compares our data with normally distributed data that has the same mean and standard deviation as our data. The normality test can be seen in Table 6 below:

Table 6 Work Discipline (X1), Work Ethic (X2), Work Environment (X3), and Employee Performance (Y) One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		43
Mean		0E-7
Normal Parameters ^{a,b}		
Std. Deviation		2.25180542
Absolute		.111
Most Extreme Differences	Positive	.111
	Negative	-.100
Kolmogorov-Smirnov Z		.725
Asymp. Sig. (2-tailed)		.669

a. Test distribution is Normal.

b. Calculated from data.

(Source: SPSS version 25 data processed)

The normality test conducted on the research data yielded the following results:

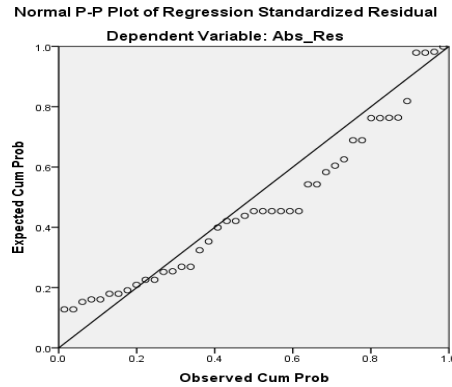
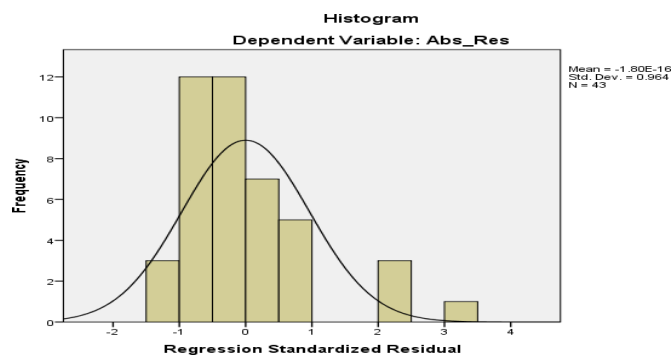


Figure 1. Scatter Plot

(Source: SPSS version 25 data processed)

So, based on the image above, the data in this study is normally distributed.



Figur 2. Scatter Plot

- Multicollinearity Test

Multicollinearity is a very high or very low correlation that occurs in the relationship between independent variables. Multicollinearity can be seen from the VIF (variance inflation factor) value. If the VIF value is < 10 , there is no multicollinearity, but if the VIF is > 10 , there is multicollinearity. The following are the test results:

Table 7 Results of Multicollinearity Test Analysis of Work Discipline (X1), Work Ethic (X2), Work Environment (X3), and Employee Performance (Y) Variables Coefficients^a

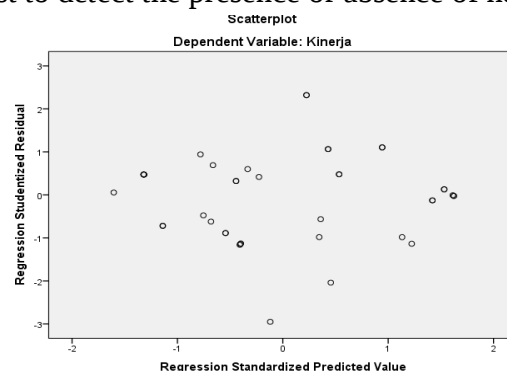
Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
	B	Std. Error				Tolerance	VIF
(Constant)	-5.454	5.319		-1.025	.312		
Discipline Work	.344	.133	.270	2.586	.014	.616	1.622
Work Ethos	.018	.143	.015	.125	.901	.479	2.089
Working Environment	.748	.114	.690	6.547	.000	.606	1.650

a. Dependent Variable: Kinerja

(Source: SPSS version 25 data processed)

- Heteroscedasticity Test

The heteroscedasticity test is part of the classical assumption test in regression analysis. The heteroscedasticity test aims to determine whether there is similarity in the variance of residual values for all observations in the regression model. This can be seen if the significance probability above the confidence level $\text{Sig} > 0.05$ does not occur heteroscedasticity, whereas if $\text{Sig} < 0.05$, heteroscedasticity occurs. The following is a test to detect the presence or absence of heteroscedasticity.



(Source: SPSS version 25 data processed)

Figur 3. Scatter Plot

This means that there is no heteroscedasticity. The purpose of the P_plot test is to reinforce the results of the Heteroscedasticity Test.

Table 8 Results of the heteroscedasticity test for the variables Work Discipline (X1), Work Ethic (X2), Work Environment (X3), and Employee Performance (Y)

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	-.585	3.223		-.182	.857
1 Discipline Work	.072	.081	.174	.899	.374
Work Ethos	.096	.086	.244	1.111	.274
Working Environment	-.124	.069	-.348	-1.784	.082

a. Dependent Variable: Abs_Res

(Source: SPSS version 25 data processed)

- Multiple Linear Regression Analysis

To determine the simultaneous influence of work discipline, work ethic, and work environment on employee performance, refer to the following table:

Table 9 Multiple Linear Regression Test Results for Work Discipline (X1), Work Ethic (X2), Work Environment (X3), and Employee Performance (Y)

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	-.760	5.844	-.472	.639	
1 DISCIPLINE WORK	.295	.147	.233	2.010	.051
WORK ETHOS	.023	.159	.019	.144	.886
WORKING ENVIRONME NT	.729	.127	.671	5.741	.000

(Source: SPSS version 25 data processed)

Based on Table 9 above, the regression equation can be seen as follows:

$$Y = a + b_1X_1 + b_2X_2 + b_3X_3 + e$$

$$Y = 0,233X_1 + 0,019X_2 + 0,671X_3 + e$$

Where the equation can be described as follows:

1. Variable reference coefficient $X_1 = 0,233$
2. Variable reference coefficient $X_2 = 0,019$
3. Variable reference coefficient $X_3 = 0,671$
4. The most influential factor is X_3 is 0.671

- Partial Hypothesis Testing (t-test)

Partial Hypothesis Testing (t-test) is used to test the significance of the influence of independent and dependent variables partially.

The degree of freedom (df) is $n-k-1$, which is $44 - 3 - 1 = 41$ (n is the number of respondents and k is the number of independent variables), so the result obtained for the t-table is 2.021. The results of the data analysis are presented in Table 10 below:

Table 10 Partial Hypothesis Testing (t-test)

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-2.760	5.844		-.472	.639
	total_x1	.295	.147	.233	2.010	.051
	total_x2	.023	.159	.019	.144	.886
	total_x3	.729	.127	.671	5.741	.000

a. Dependent Variable: total_y

(Source: SPSS version 25 data processed)

- Simultaneous Hypothesis Testing (F-test)

Regression coefficient testing is performed simultaneously with the F-test (ANOVA).

This F test is intended to test the research hypothesis that the variables Work Discipline (X_1), Work Ethic (X_2), and Work Environment (X_3) have a significant effect on Employee Performance (Y). The results of the joint hypothesis testing can be seen in Table 11 as follows.

Table 11 Joint Hypothesis Testing (F Test)

ANOVA^a

Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	597.824	3	199.275	36.493	.000b
Residual	212.966	39	5.461		
Total	810.791	42			

a. Dependent Variable: Kinerja

b. Predictors: (Constant), Lingkungan Kerja, Disiplin Kerja, Etos Kerja

(Source: SPSS version 25 data processed)

For further clarification, the research hypothesis can be summarized as follows:

Table 12 Hypothesis Testing

Hypothesis	Statement	Significant	α %	Decision
H1	Work discipline has a positive and significant effect on employee performance.	0.014	0.05	Accepted
H2	Work ethic has no positive or significant effect on employee performance.	0.901	0.05	Rejected
H3	The work environment has a positive and significant impact on employee performance.	0.000	0.05	Accepted
H4	Simultaneously, Work Discipline, Work Ethic, and Work Environment have a positive and significant effect on Employee Performance.	0.000	0.05	Accepted

- Coefficient of Determination (R^2)

Determination analysis in multiple linear regression is used to determine the percentage contribution of independent variables consisting of Work Discipline (X1), Work Ethic (X2), Work Environment (X3) to Employee Performance (Y).

The results of the determination can be seen in Table 13 as follows:

Table 13 Results of Model Determination Testing Summary
Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.859a	.737	.717	2.337

a. Predictors: (Constant), Lingkungan Kerja, Disiplin Kerja, Etos Kerja

b. Dependent Variable: Kinerja

(Source: SPSS version 25 data processed)

- Analysis of the Influence of Work Discipline Variables on Employee Performance

Analysis of Work Discipline variables with indicators of employee attendance, compliance with work regulations, compliance with work standards, high alertness, and ethical work shows no significant influence on Employee Performance, as can be seen in the t-test results for the Work Discipline variable (X1) with a significance level of $0.014 > 0.05$ and the calculated t-value $>$ the critical t-value ($2.586 > 2.020$), it is concluded that the Work Discipline variable has a significant influence on Employee Performance. The null hypothesis (H_0) is rejected, while the alternative hypothesis (H_1) is accepted.

This study is similar to the research conducted by (The Influence of Leadership, Work Discipline, (Pengaruh Kepemimpinan, Disiplin Kerja 2014) entitled “The Influence of Leadership, Work Discipline, Work Ethic, and Work Environment on Employee Performance at the Regional Public Water Company (PUDAM) Tirta Bina.” It states that these factors have a positive and significant influence on the performance of employees at the Regional Public Water Supply Company (PUDAM) Tirta Bina Labuhan batu.

- Analysis of the Influence of Work Ethic Variables on Employee Performance

Analysis of Work Ethic variables with indicators of hard work, discipline, honesty, and responsibility. Shows no significant effect on Employee Performance at Bank 9 Jambi Tebo Branch, as can be seen in the t-test results for the Work Ethic variable (X2) with a significance level of $0.901 > 0.05$ and the calculated t-value $<$ the table t-value of $0.125 < 2.020$, there is no significant influence of the work ethic variable on employee performance. H_0 is accepted, while H_2 is rejected.

Based on the results of a study conducted by (Suryadi & Karyono, 2022) entitled “The Influence of Job Satisfaction, Work Discipline, and Work Ethic on Employee Performance at PT. Keihin Indonesia,” it was found that work ethic has a positive and significant influence on employee performance at PT.

- Analysis of the Influence of Work Environment Variables on Employee Performance

Analysis of work environment variables with indicators of work atmosphere, relationships with coworkers, and availability of work facilities or equipment had a positive and significant effect on the performance of employees at Bank 9 Jambi's Tebo branch, as can be seen in the t-test results for work environment

variables (X3) with a significance level of $0.000 < 0.05$ and a calculated t-value $> 6.547 > 2.020$, there is a positive and significant influence of work environment variables on employee performance. H_0 is rejected, while H_3 is accepted.

Based on the results of research conducted by (Arifin, Echdar, dan Maryadi 2022) entitled “The Influence of Work Ethic, Motivation, and Work Environment on Employee Performance at BAPPEDA Jeneponto Regency,” it was found that the work environment has a significant influence on employee performance at BAPPEDA Jeneponto Regency.

- Analysis of the Influence of Work Discipline, Work Ethic, and Work Environment Variables on Employee Performance

Simultaneously, this test was conducted by comparing the Fcount value with the Ftable value because the Fcount value was greater than the Ftable value ($36.493 > 2.839$). The F value of 36.493 is significant ($0.000 < 0.05$). This indicates that Work Discipline, Work Ethic, and Work

Environment simultaneously have a positive and significant effect on Employee Performance. H_0 is rejected, and H_4 is accepted.

Based on research conducted by (Work Ethic et al., 2022) entitled "The Influence of Work Ethic, Work Discipline, and Work Environment on Employee Performance (Case Study at the Regional Finance Office of Semarang Regency)," the results of the analysis can be concluded that work ethic has a positive and significant impact on performance, work discipline has a positive and significant impact on employee performance, and the work environment has an impact on employee performance with a significant value.

CONCLUSION

Based on the results of research conducted on the Influence of Work Discipline, Work Ethic, and Work Environment on the Performance of Employees at the Tebo branch of the Jambi Regional Development Bank. Consisting of three X variables and one Y variable, with a research sample of 44 employees. It can be concluded that:

1. Based on the results of the study, the Work Discipline variable (X_1) has a positive and significant effect on Employee Performance at PT Bank Pembangunan Daerah Jambi Tebo Branch.
2. Based on the results of the study, the Work Ethic Variable (X_2) showed no significant effect on Employee Performance at Bank 9 Jambi Tebo Branch.
3. Based on the results of the study, the Work Environment variable (X_3) has a positive and significant effect on the performance of employees at Bank 9 Jambi's Tebo branch.
4. Simultaneously, it shows that work discipline, work ethic, and work environment have a significant effect on the performance of employees at the Tebo Branch of the Jambi Regional Development Bank.

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