

**PENGARUH LINGKUNGAN KERJA, DISIPLIN KERJA
TERHADAP KINERJA KARYAWAN BAGIAN PRODUKSI
PT SANG HYANG SERI MUNCAR, BANYUWANGI**

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ABSTRACT

The improvement of human resources must be carried out in such a way as to achieve the mission and objectives of the company PT Sang Hyang Seri Muncar Banyuwangi. The purpose of this study was to analyze the effect of work environment and work discipline on employee performance in the company. The method used is quantitative with data collection through questionnaires distributed to all production employees. The results showed that a good work environment and high work discipline contributed significantly to improving employee performance. Multiple linear regression analysis was used to test the hypothesis, and the results showed that both independent variables had a positive and significant effect on the dependent variable, namely employee performance. The F test shows that simultaneously, work environment and work discipline have a significant influence on employee performance, with a significance value of 0.000. Partially, the work environment variable has a t-count value of 3.515 with a significance of 0.003, while work discipline has a t-count value of 2.233 with a significance of 0.039. These findings confirm the importance of managing the work environment and implementing good work discipline to improve employee performance at PT Sang Hyang Seri Muncar, Banyuwangi. This research is expected to provide useful information for companies in an effort to improve employee performance.

Keywords: Work Environment, Work Discipline, Employee Performance