
THE EFFECT OF WORK DISCIPLINE AND WORK ENVIRONMENT ON HEAD OFFICE EMPLOYEE PERFORMANCE OF PT. KURNIA BOGA NARAYAN WEST JAKARTA

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Abstract

The purpose of this study was to determine the effect of work discipline and work environment on employee performance at the Head Office of PT Kurnia Boga Narayan, West Jakarta. The method used is a descriptive quantitative method. The sampling technique uses saturated samples, the number of samples is 90 respondents. The analysis techniques used are validity test, reliability test, normality test, multicollinearity test, autocorrelation test, heteroscedasticity test, linear regression analysis, correlation coefficient analysis, determination coefficient analysis, partial significance test (t test), simultaneous significance test (f test). the results of this study are that work discipline has a positive and significant effect on employee performance with a value of $(2.389 > 1.661)$ and sig. $0.000 < 0.05$ with a probability level of 5% and the work environment has a positive and insignificant effect with $(1.688 > 1.661)$ sig. value $0.095 > 0.05$ with a probability level of 5%. Work discipline and work environment have a regression value of $Y = 18.589 + 0.355 X_1 + 0.113 X_2$. The coefficient of determination is 7% while the remaining 93% is influenced by other factors. The f test obtained a value of $(3.283 > 3.091)$ and sig. $0.042 < 0.05$ with a probability level of 5%.

Keywords: Work Discipline, Work Environment, Employee Performance

INTRODUCTION

In today's era, many companies/organizations rely on the performance of human resources, to carry out activities related to employee performance, and employee performance is also the main tool for development in an organization or company. Human resources (HR) are the most important thing that must be considered for its development because with good and professional HR it will greatly help in maximizing performance in a company. With good HR, the resulting performance will affect the progress of the company, and vice versa if the performance of a company is not good, it will hinder the progress of the company. Performance is the result of work in terms of quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities given to him. In order to achieve organizational goals, an organization is expected to be able to provide positive direction for its employees.

According to (Hasibuan, 2019:10) "Human resource management is the art and science of managing relationships and roles of the workforce to effectively and efficiently help achieve the goals of the company, employees and society.

Marwansyah In (Cahyawening, 2019:57) stated that human resource management is planning, organizing, directing, and supervising the procurement, development, compensation, integration, maintenance, and termination of employment with the aim of achieving organizational goals of change in an integrated manner.

PT Kurnia Boga Narayan (Janji Jiwa) is one of the local coffee brands that has approximately 900 Jilid (the name for Kopi Janji Jiwa outlets) spread across more than 100 cities throughout Indonesia. The Kopi Janji Jiwa outlet called "Jilid" first operated on May 15, 2018 and is located at ITC Kuningan. With the value "A Cup for the Farmers, A Cup for the Partners, and A Cup for the People". This Janji Jiwa Coffee Shop comes from a beverage business owner who has a passion for coffee. This brand was issued as a promise from the

deepest heart to serve coffee as one of his passions. The Janji Jiwa coffee shop offers a variety of local Indonesian coffee at affordable prices using the Fresh To Cup concept.

Management is a process that includes planning, organizing, motivating, and supervising in order to achieve predetermined goals. In general, management is the process of planning, organizing, and supervising existing resources so that goals can be achieved effectively and efficiently. Follet (2020:5) defines management as "the art of getting things done through people," which means that management is the art of realizing organizational goals by using leadership that can influence others. In other words, management is not only administrative but also involves aspects of art in motivating and motivating individuals for the success of the organization.

Furthermore, human resource management is the science or method of managing relationships and the role of human resources, especially workers, efficiently and effectively so that they can be used optimally to achieve common goals between companies, employees, and the community. Human resource management includes the process of handling various problems related to employees, workers, laborers, managers, and all workers who support the activities of organizations, institutions, or companies to realize the goals that have been set. Hamali (2018:2) explains that human resource management is a strategic approach to the skills, motivation, development, and organization of human resources, which play an important role in supporting the success of the organization as a whole.

In addition, work discipline is an important aspect in the implementation of management that aims to strengthen organizational guidelines. Mangkunegara (2020:8), as quoted in Arisanti (2019), states that work discipline is the implementation of management that prioritizes rules and norms in order to create order and consistency in carrying out work tasks. This work discipline is a key factor in ensuring that all members of the organization comply with the rules and standards that have been determined so that organizational goals can be achieved properly and on time. Thus, management as a process and art in managing resources, especially human resources, as well as the application of work discipline, is an important foundation in achieving organizational goals effectively and efficiently.

RESEARCH METHODS

The type of research used in this study is quantitative research. According to Sugiyono (2018:8), quantitative research is a research method based on the philosophy of positivism, which is used to study a certain population or sample by collecting data using research instruments. Data analysis in this method is quantitative or statistical with the main aim of testing the established hypothesis. This quantitative research is empirical, which means that it is carried out based on direct observation to test the effect of work discipline and work environment on employee performance. The quantitative approach allows researchers to objectively measure the variables studied and provide results that can be analyzed statistically. This method is also in line with the explanation of Pugu et al. (2024) which states that the quantitative method is a systematic and structured approach to data collection and analysis, especially when the purpose of the research is to test the relationship between variables quantitatively and produce generalizations that can be applied to a wider population.

The research location is a scientific target location where data is collected with the aim of obtaining objective information about a phenomenon. Sugiyono (2019:13) states that a research location is a location that is scientifically selected to obtain data with certain purposes and uses related to the research object. In this study, the research location is the Head Office of PT Kurnia Boga Narayan which is located at Jalan Kedoya Raya No. 2, West Jakarta City 11520. The selection of this location is based on the relevance of the place as a center of operational activities that are directly related to the performance of employees who are the objects of research. Determining the right place is very important so that the data obtained can

reflect the actual conditions and be relevant to the focus of the research.

The research period lasted for six months, starting from July 2023 to December 2023. The implementation of this research was carried out in stages and adjusted to the needs of the author. The initial stages of the research began with writing a research title proposal and a proposal seminar which aimed to obtain approval and input from the supervisor or examiner. Furthermore, the proposal material was refined, research instruments were made for data collection, and primary and secondary data were collected. After the data was collected, data processing was carried out using appropriate analysis techniques, and finally the stage of compiling a thesis report as the final result of this research. The implementation of the research in a structured and gradual manner ensures that each process runs well and the data obtained can be scientifically accounted for.

The population in this study refers to the entire generalization area consisting of objects and characteristics that have been determined by the researcher to then draw conclusions. According to Sugiyono (2019:215), population is the number of generalization areas that contain certain objects and characteristics that are the focus of the study. Meanwhile, Arikunto (2019:173) states that population is the entire subject of the study. Based on this definition, population can be concluded as the entire characteristics or properties of the subjects or objects that are the focus of the study and can be taken as samples. In this study, the population used was all employees working at the Head Office of PT Kurnia Boga Narayan, totaling 90 people. This population was chosen because all employees have roles and activities that are relevant to the variables studied, namely work discipline, work environment, and employee performance.

A sample is a part of a population taken to represent the entire population in a study. According to Sugiyono (2019:215), a sample is a certain number and characteristics possessed by a population. Meanwhile, Arikunto (2020:131) states that a sample is a part or representative of the population to be studied. Sampling is carried out using a sampling technique that is in accordance with the objectives of the study. Sugiyono (2019:81) explains that sampling technique is a method of sampling used in research so that the results obtained can be generalized. In this study, the probability sampling technique was used, where each member of the population has an equal opportunity to be selected as a sample member. Sugiyono (2019:118) emphasizes that probability sampling provides an equal opportunity for each element of the population to be included in the sample, so that the data obtained can represent the population objectively and can be trusted in statistical analysis. This approach is in accordance with the objectives of quantitative research which requires representative sampling so that the research results can be generalized to a wider population.

Thus, this study adopts a systematic quantitative research method based on positivism, conducted at the Head Office of PT Kurnia Boga Narayan for six months, with a population of all employees at the location of 90 people, and using probability sampling techniques to select representative samples, as explained by Sugiyono (2018, 2019), Arikunto (2019, 2020), and Pugu et al. (2024) in their methodological studies.

RESEARCH RESULT

1. Multiple Linear Regression Analysis

Table 1. Multiple Linear Regression Analysis of Independent Variables (X) Against Dependent Variables (Y)
Coefficients^a

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
|-------|-----------------|-----------------------------|------------|---------------------------|-------|------|
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | 18,589 | 6,987 | | 2,661 | .009 |
| | Work Discipline | .355 | .186 | .211 | 1,906 | .060 |

| | | | | | |
|------------------|------|------|------|------|------|
| Work environment | .113 | .122 | .103 | .931 | .354 |
|------------------|------|------|------|------|------|

a. Dependent Variable: Employee Performance

Source: Primary data processed by the author, 2023

Based on the results of the regression calculation analysis in the table above, the regression equation $Y = 18.589 + 0.355 X_1 + 0.113 X_2$ can be obtained. From this equation, it can be concluded as follows:

- The constant value of 18.589 means that if the work discipline (X_1) and work environment (X_2) variables do not exist, then the employee performance value (Y) will be 18.589.
- The work discipline value (X_1) of 0.355 means that if the constant remains the same and there is no change in the work discipline variable (X_1), then every 1 unit change in the work discipline variable (X_1) will result in a change in employee performance (Y) of 0.355.
- The work environment value (X_2) of 0.113 means that if the constant remains the same and there is no change in the work environment variable (X_2), then every 1 unit change in the work environment variable (X_2) will result in a change in employee performance (Y) of 0.113.

2. Determination Coefficient Analysis

Table 2. Results of Analysis of Determination Coefficient (R^2) X_1 Against Y

| Model Summary ^b | | | | |
|----------------------------|-------|----------|-------------------|----------------------------|
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
| 1 | .247a | .061 | .050 | 5.98607 |

a. Predictors: (Constant), Work Discipline

b. Dependent Variable: Employee Performance

Source: Primary data processed by the author, 2023

Based on the test results in the table above, a determination coefficient value of 0.061 was obtained, so it can be concluded that the work discipline variable influences the employee performance variable by 6.1%, while the remainder ($100 - 6.1\% = 93.9\%$) is influenced by other factors.

Table 3. Results of Analysis of the Determination Coefficient (R^2) of X_2 Against Y

| Model Summary ^b | | | | |
|----------------------------|-------|----------|-------------------|----------------------------|
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
| 1 | .177a | .031 | .020 | 6.07949 |

a. Predictors: (Constant), Work Environment

b. Dependent Variable: Employee Performance

Source: Primary data processed by the author, 2023

Based on the test results in the table above, a determination coefficient value of 0.031 was obtained, so it can be concluded that the work environment variable influences employee performance variables by 3.1%, while the remainder ($100 - 3.1\% = 96.9\%$) is influenced by other factors.

Table 4. Results of Determination Coefficient Analysis (R^2)

| Model Summary ^b | | | | | | | | |
|----------------------------|-------|----------|-------------------|----------------------------|-----------------|----------------------------|-----|---------------|
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate | R Square Change | Change Statistics F Change | df1 | Sig. F Change |
| 1 | .265a | .070 | .049 | 5.99058 | .070 | 3.283 | 2 | .042 |

a. Predictors: (Constant), Work Environment, Work Discipline

b. Dependent Variable: Employee Performance

Source: Primary data processed by the author,

2023Based on the test results in the table above, the coefficient of determination value is obtained simultaneously, namely measuring how far the variation ability of the independent variable (Ghozali, 2016:95). The results of the Adjusted R Square analysis of 0.049 can be concluded that the work discipline variable (X_1) and work environment (X_2) have an effect on the employee performance variable (Y) of 4.9% while the remaining 95.1% is influenced by other factors not in the study.

3. Partial Significance Test (t-Test)

Table 5. Results of Partial Significance Test of Work Discipline Variable (X1)
Coefficients^a

| Model | | Unstandardized Coefficients B | Std. Error | Standardized Coefficients Beta | t | Sig. |
|-------|-----------------|----------------------------------|------------|-----------------------------------|-------|------|
| 1 | (Constant) | 20,781 | 6,573 | | 3.161 | .002 |
| | Work Discipline | .416 | .174 | .247 | 2,389 | .019 |

a. Dependent Variable: Employee Performance

Source: Primary data processed by the author, 2023

Based on the test results in the table above, the calculated t value is obtained > t table or (2.389 > 1.661). This is also reinforced by the p value < Sig. 0.05 or (0.019 < 0.05). Thus, H0 is rejected and H1 is accepted, this shows that there is a significant partial influence between work discipline and employee performance at the Head Office of PT Kurnia Boga Narayan.

Table 6. Results of Partial Significance Test of Work Environment Variable (X2)
Coefficients^a

| Model | | Unstandardized Coefficients B | Std. Error | Standardized Coefficients Beta | T | Sig. |
|-------|------------------|----------------------------------|------------|-----------------------------------|-------|------|
| 1 | (Constant) | 28,685 | 4.622 | | 6.206 | .000 |
| | Work environment | .195 | .116 | .177 | 1,688 | .095 |

a. Dependent Variable: Employee Performance

Source: Primary data processed by the author, 2023

Based on the test results in the table above, the calculated t value is obtained > t table or (1.688 > 1.661). This is also reinforced by the p value < Sig. 0.05 or (0.095 > 0.05). Thus, H0 is rejected and H2 is accepted, this shows that there is a partial insignificant influence between the work environment and the performance of PT Kurnia Boga Narayan Head Office employees.

4. Simultaneous Significance Test (F Test)

Table 7. Results of Simultaneous Significance Test (F Test) of Work Discipline (X1) and Work Environment (X2) Variables on Employee Performance (Y)
ANOVA

| Model | | Sum of Squares | Df | Mean Square | F | Sig. |
|-------|------------|----------------|----|-------------|-------|-------|
| 1 | Regression | 235,613 | 2 | 117,807 | 3.283 | .042b |
| | Residual | 3122.175 | 87 | 35,887 | | |
| | Total | 3357.789 | 89 | | | |

a. Dependent Variable: Employee Performance

b. Predictors: (Constant), Work Environment, Work Discipline

Source: Primary data processed by the author, 2023

Based on the test results in the table above, the calculated F value > F table or (3.283 > 3.091). This is also reinforced by the p value < Sig. 0.05 or (0.042 < 0.05). Thus, H0 is rejected and H3 is accepted, this shows that there is a significant simultaneous influence between work discipline and work environment on the performance of PT Kurnia Boga Narayan Head Office employees.

DISCUSSION

The Influence of Work Discipline (X1) on Employee Performance (Y)

Based on the results of the analysis, the regression equation value $Y = 20.781 + 0.416 X_1$ was obtained. The correlation coefficient of 0.416 means that both variables have a high level of influence. The determination or contribution value is 0.070 or 7% while the remaining 93% is influenced by other factors. The hypothesis test obtained a calculated t value > t table or (2.389 > 1.661) this is reinforced by the probability significance of 0.000 < 0.05, thus H0 is rejected H1 is accepted meaning that there is a significant partial influence between work discipline on employee performance at the Head Office of PT Kurnia Boga Narayan. This is in line with research conducted by Lia Asmalah (2018) which shows the results that the work

discipline variable has a positive and significant partial influence on employee performance with a sig value comparison of $0.000 < 0.05$.

The Influence of Work Environment (X2) on Employee Performance (Y)

Based on the results of the analysis, the regression equation value $Y = 28.685 + 0.195 X_1$ was obtained. The correlation coefficient of 0.195 means that both variables have a high level of influence. The determination or contribution value is 0.070 or 7% while the remaining 93% is influenced by other factors. The hypothesis test obtained a calculated t value $> t$ table or $(1.688 > 1.661)$ this is reinforced by the probability significance of $0.095 < 0.05$, thus H_0 is rejected H_2 is accepted meaning that there is a partial insignificant influence between the work environment on employee performance at the Head Office of PT Kurnia Boga Narayan. This is in line with research conducted by Maha Putra (2021) which shows the results that the work environment variable has a positive and partially insignificant influence on employee performance with a sig value comparison of $0.087 > 0.05$.

The Influence of Work Discipline (X1) and Work Environment (X2) on Employee Performance (Y)

Based on the results of the study, it shows that work discipline (X_1) and work environment (X_2) have a positive effect on employee performance (Y) with the regression equation $Y = 18.589 + 0.355 X_1 + 0.113 X_2$. The correlation coefficient value or level of influence between the independent variable and the dependent variable is obtained at 0.265, meaning it has a sufficient influence. The results of the Adjusted R Square analysis of 0.049, it can be concluded that the variables of work discipline (X_1) and work environment (X_2) have an effect on employee performance variables (Y) by 4.9% while the remaining 95.1% is influenced by other factors not in the study. Hypothesis testing obtained a calculated F value $> F$ table or $(3.283 > 3.091)$, this is also strengthened by a probability significance of $0.042 < 0.05$. Thus H_0 is rejected and H_3 is accepted. This means that there is a significant simultaneous influence between work discipline and work environment on employee performance at the Head Office of PT Kurnia Boga Narayan. This is in line with research conducted by Doni Irawan (2021) which shows that simultaneously the variables of work discipline and work environment on employee performance have a positive and significant influence with a sig comparison value of $0.000 < 0.05$.

CONCLUSION

Based on the results of the analysis and discussion regarding the influence of work discipline and work environment on employee performance, several important things can be concluded. First, work discipline has a positive and significant influence on employee performance. This can be seen from the value of the regression equation $Y = 20.781 + 0.416 X_1$, where the regression coefficient of 0.416 indicates that increasing work discipline will have a positive impact on increasing employee performance. The correlation coefficient value of 0.247 indicates a sufficient relationship between work discipline and employee performance. In addition, the determination value of 0.061 or 6.1% indicates that work discipline contributes 6.1% to employee performance variability, while the remaining 93.9% is influenced by other factors outside this study. The hypothesis test conducted also strengthens this conclusion, where the calculated t value of 2.389 is greater than the t table of 1.661 so that the null hypothesis (H_0) is rejected and the alternative hypothesis (H_1) is accepted, which means that there is a positive and significant influence of work discipline on employee performance.

Second, the work environment is also proven to have a positive and significant influence on employee performance, although the level of relationship owned by this variable is lower than work discipline. The regression equation for the work environment variable is $Y = 28.685 + 0.195 X_2$, with a regression coefficient of 0.195 indicating that improving the quality of the work environment will improve employee performance. The correlation

coefficient of 0.177 indicates a weak relationship between the work environment and employee performance. The determination value obtained of 0.031 or 3.1% means that the work environment only makes a small contribution to employee performance, with the remaining 96.9% influenced by other factors. The hypothesis test shows a calculated t value of 1.688 which is also greater than the t table of 1.661, so the null hypothesis is rejected and the alternative hypothesis is accepted, indicating that the work environment has a positive and significant effect on employee performance.

Third, when work discipline and work environment are analyzed simultaneously on employee performance, both together show a positive and significant influence. The regression equation obtained is $Y = 18.589 + 0.355 X_1 + 0.113 X_2$, which means that both variables together contribute to improving employee performance. The correlation coefficient of 0.265 indicates a sufficient relationship between the combination of work discipline and work environment variables with employee performance. The determination value of 0.070 or 7% indicates that work discipline and work environment together explain 7% of the variation in employee performance, while the remaining 93% is still influenced by other factors not included in this study. The F test conducted produced a calculated F value of 3.283 which is greater than the F table of 3.091, so that the null hypothesis (H_0) is rejected and the alternative hypothesis (H_3) is accepted, which means that simultaneously there is a positive and significant influence between work discipline and work environment on employee performance.

This conclusion confirms the importance of work discipline management and the creation of a conducive work environment in improving employee performance in the company. The positive and significant influence of these two variables indicates that companies need to pay attention to aspects of discipline and work environment conditions as a strategy to maximize employee productivity and work efficiency. However, the relatively small contribution of these two variables also indicates that there are many other factors that influence employee performance, so further research can consider additional variables to obtain a more comprehensive picture of the factors that determine employee performance.

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