

The Effect of Work Environment, Work Discipline and Human Resource Information System on Employee Performance at PT Nasmoco Bahtera Motor Mlati, Sleman, Yogyakarta

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Abstract

The purpose of this study is to ascertain whether the work environment, work discipline, and human resource information system (HRIS) have an impact on employee performance. The PT Nasmoco Bahtera Motor branch in Mlati, Sleman, Yogyakarta, is the focus of this study. A total of 85 respondents were gathered through both online and offline questionnaire. With the help of SPSS version 20, this quantitative study employs multiple linear regression analysis approaches. The findings show that work discipline significantly affects employee performance, that the work environment has no effect on employee performance, that HRIS has significantly effect on employee performance, and that the combination of work discipline, work environment and HRIS significantly affects employee performance.

Keywords: work environment; work discipline; human resource information system; employee performance.

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Abstrak

Kemajuan teknologi yang begitu cepat telah membawa perubahan besar dalam pengelolaan sumber daya manusia di dunia industri. Penelitian ini bertujuan untuk menganalisis seberapa besar pengaruh lingkungan kerja, kedisiplinan, serta sistem informasi manajemen SDM (human resource information system/HRIS) terhadap kinerja karyawan di PT Nasmoco Bahtera Motor cabang Mlati, Sleman, Yogyakarta, baik secara individual maupun gabungan. Studi ini dilakukan dengan pendekatan kuantitatif dan melibatkan 85 responden. Teknik analisis yang digunakan ialah regresi linear berganda untuk menguji hubungan antarvariabel. Berdasarkan hasil analisis data, ditemukan bahwa lingkungan kerja tidak memiliki pengaruh yang signifikan terhadap kinerja karyawan, disiplin kerja memberikan dampak positif dan signifikan terhadap kinerja karyawan, HRIS menunjukkan pengaruh yang signifikan positif terhadap kinerja karyawan dan secara simultan, ketiga variabel tersebut secara bersama-sama memengaruhi kinerja karyawan secara signifikan.

Kata kunci: Lingkungan Kerja; Disiplin Kerja; Human Resource Information System; Kinerja Karyawan.

INTRODUCTION

This rapid digitalization era has a significant impact on the resources owned by companies, requiring several adaptations for them to survive in this era. However, without quality human resources in the digital era, companies will find it difficult to achieve their goals even if they have implemented technology, possess substantial capital, and are able to capture a lot of useful information for the company (Sutrisno, 2021).

The fundamental element in the overall work process of a company that can influence efficiency and achievement of corporate targets is human resources (Sitopu et al., 2023). Quality human resources refer to the performance in terms of quantity and quality demonstrated by individuals or groups in utilizing the resources they have in accordance with company procedures and following the proper protocols (Budiasa, 2021).

Several factors that can influence employee performance include the work environment, work discipline, and human resource information system (HRIS). A good work environment where employees feel comfortable and safe while working can enhance employee performance (Sidik & Aziz, 2022). Then the work discipline that is continuously applied consistently can shape the character of employees to be firm, punctual, and goal-oriented, thus improving employee performance (Arifin & Widiyarta, 2021). In addition, several companies in this era have utilized Human Resource Information Systems (HRIS). HRIS comprises data and processes or activities within the scope of human resources that are integrated into a

system. HRIS is capable of managing employee information, job data, development, and other administration in human resources in an integrated manner, which greatly assists the company's work processes (Hijrasil et al., 2023).

The subject of this research is PT Nasmoco Bahtera Motor, located on Jl. Magelang KM.7, Mlati District, Sleman Regency, Yogyakarta. PT Nasmoco Bahtera Motor is one of the companies in the automotive sector that distributes Toyota manufacturing in Indonesia. Although this company carries the brand with the highest sales during 2024 (Gaikindo Wholesales 2024), it still has various issues that are complained about by consumers. Based on Google Maps reviews in the last 6 months, it was found that there are consumers who complain about the technicians being uncommunicative to the consumers, offering spare parts that are not actually needed which increases the costs to be paid, car maintenance work that is not optimal, and unclear queues that harm several consumers. This indicates a lack of performance by the employees in service, hence the company must take serious notice of its employees' performance so that consumers receive better service.

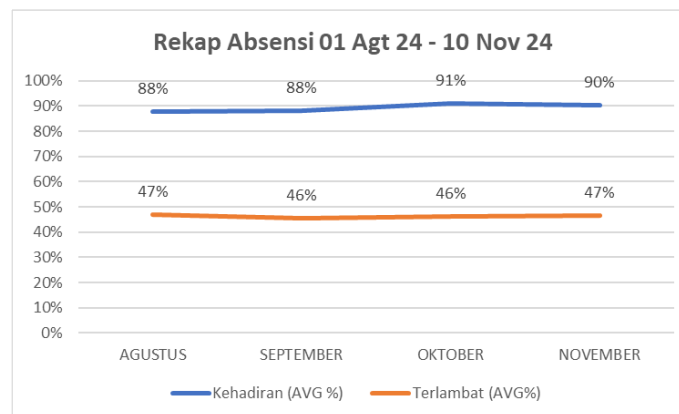


Figure 1. Employee attendance data

Source: PT Nasmoco Bahtera Motor branch Mlati, Sleman, Yogyakarta

In addition, based on employee attendance data from August to November 2024, it was found that about 46% of all employees (108 people) were still late in their attendance at the workplace. This data indicates a lack of employee discipline, which has a high potential to affect employee performance (Arisanti et al., 2019).

Work Environment on Employee Performance

The study conducted by Zhenjing et al. (2022) stated that a positive work environment has a significant impact on employee performance, and task completion performance also improves positively in academic institutions. Similarly, research by Windy et al. (2023) also showed that an optimal work environment can have a significantly positive impact on overall performance levels. However, the study by Warongan et al. (2022) revealed the opposite, indicating that the work environment does not have a direct effect on employee performance. Based on the results of these three previous studies, the relationship between the work environment and employee performance remains inconsistent.

Work Discipline on Employee Performance

Consistently maintained work discipline—such as punctuality, proper behavior, and compliance with company regulations—has a significantly positive impact on employee performance. This is reflected in the findings of a study by Jufrizen & Hadi (2021). Furthermore, research conducted by Puspitasari et al. (2025) also indicates that work discipline significantly influences employee performance, even in small or medium-sized enterprises. However, there are still studies that show no significant effect of work discipline on employee performance, such as the study by Azis et al. (2022) conducted on employees of Hotel Wisma Nusantara Tondano. These varying findings regarding the influence of work discipline on employee performance reveal inconsistencies that may serve as a research gap.

Human Resource Information System on Employee Performance

Studies examining the influence of Human Resource Information Systems (HRIS) on employee performance—such as those conducted by Karnadi & Ediyanto (2022) at the Public Works and Spatial Planning Office (PUPR) of Situbondo Regency, Saputri et al. (2024) at CV Laksana Karoseri, and Yona et al. (2024) at PT GSI—demonstrate that HRIS has a significant positive effect on employee performance. However, research by Akhiryan & Kusdiyanto (2025) shows that HRIS does not have any effect on employee performance.

Work Environment, Work Discipline and Human Resource Information System on Employee Performance

Furthermore, regarding research on the combined influence of work environment, work discipline, and HRIS on employee performance, the researcher has not yet found a study that examines all three variables

together. However, studies by Ferawati (2017) and Lidya & Sujana (2024), which investigated the influence of work environment and work discipline on employee performance, showed that both variables have a significant combined effect. Meanwhile, research by Zanna & Ubaidillah (2024) and Hidayati & Putri (2022), which examined the influence of work discipline and HRIS on employee performance, also found a significant effect.

Framework

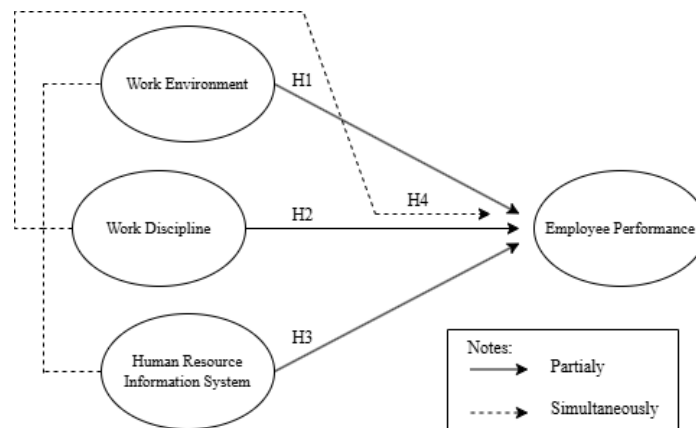


Figure 2. Framework
Source: Processed by the author (2025)

Based on the framework above, it can be observed that there are three predictor variables consisting of work environment, work discipline, and HRIS, while the dependent variable in this study consists of only one, which is employee performance. Furthermore, in the framework, the dashed lines signify a partial relationship, while the dotted lines indicate a simultaneous or concurrent relationship.

METHODS

This study is a quantitative research that uses a questionnaire as the data collection technique and using likert scale. The population in this study consists of 108 employees of PT Nasmoco Bahtera Motor, Mlati branch, Sleman, Yogyakarta. Based on the Slovin formula, the sample obtained from this population is 85 respondents. The sampling technique used is random sampling, which falls under probability sampling. After collecting the data, the researcher tested the validity using Pearson Correlation ($r\text{-count} > r\text{-table}$) and tested the reliability by examining the Cronbach's Alpha (>0.70) value for each statement item used in the study. The researcher

then conducted classical assumption tests, which include three main tests: normality, multicollinearity, and heteroscedasticity tests. The normality test used in this study is the Kolmogorov-Smirnov test (sig >0.05), multicollinearity test is examined through VIF values (<10) and tolerance values (>0.1), then heteroscedasticity is tested using the Glejser test (sig <0.05). To determine the relationships both partially (T test) and simultaneously (F test), multiple linear regression analysis was performed with the help of SPSS version 20.

RESULT AND DISCUSSION

Respondent Characteristic

Table 1. Respondent characteristic

Characteristic	Categories	Frequencies	Percentage
Department	Administration	14	16.47%
	Marketing	17	20.00%
	Service	54	63.53%
Gender	Male	73	85.88%
	Female	12	14.12%
Age	20 - 35 years	40	47.06%
	36 - 45 years	30	35.29%
	46 - 55 years	15	17.65%

Source: Processed by the author (2025)

Based on **Table 1**, respondents were given a questionnaire including questions about division, gender, and age. Age-wise, the most prevalent age group is those between the ages of 20 and 35, accounting for 40 responders, or 47.06% of the total. Those between the ages of 46 and 55 make up the least number of respondents (17.65%, or 15 respondents), while the remaining 30 respondents fall into the 36–45 age bracket. Then, according to gender, there were only 12 female respondents to the questionnaire, compared to 73 male respondents. The characteristics of the respondents are then separated into three categories based on the division: technician, marketing, and administration. According to the data that has been processed, the technician division has the most respondents (54), followed by the marketing division (17) and the administrative division (14).

Validity Test Result

According to (Wahyuni, 2020), the validity test is conducted to determine how good an instrument is in measuring the objects used in a study. An instrument can be said to be valid if the r-count is greater than the r-table, where the r-count is obtained through SPSS output while the r-table is obtained from the calculation of degrees of freedom $(df) = n - 2$. In this

study, there are 85 samples, and the degree of freedom obtained is 83, resulting in a r-table of 0.213.

Table 2. Validity test result				
Variable	Item	r-count	r-table	Status
Work Environment	LK1	0,832	0,213	Support
	LK2	0,786	0,213	Support
	LK3	0,774	0,213	Support
	LK4	0,797	0,213	Support
	LK5	0,757	0,213	Support
	LK6	0,677	0,213	Support
	LK7	0,650	0,213	Support
	LK8	0,857	0,213	Support
	LK9	0,828	0,213	Support
Work Discipline	DK1	0,758	0,213	Support
	DK2	0,711	0,213	Support
	DK3	0,842	0,213	Support
	DK4	0,773	0,213	Support
	DK5	0,743	0,213	Support
	DK6	0,718	0,213	Support
Human Resource Information System (HRIS)	H1	0,861	0,213	Support
	H2	0,862	0,213	Support
	H3	0,934	0,213	Support
	H4	0,914	0,213	Support
	H5	0,789	0,213	Support
Employee Performance	KK1	0,842	0,213	Support
	KK2	0,897	0,213	Support
	KK3	0,846	0,213	Support
	KK4	0,876	0,213	Support
	KK5	0,864	0,213	Support
	KK6	0,861	0,213	Support
	KK7	0,660	0,213	Support
	KK8	0,875	0,213	Support

Source: Result by SPSS 20 (2025)

Based on **Table 2**, indicated that there are no research instruments in this study that obtained a r-count below the r-table. The smallest r-count is found in the seventh research instrument within the work environment variable, which is 0.650, while the largest r-count is obtained from the third instrument in the HRIS variable, amounting to 0.934.

Reliability Test Result

According to (Iba & Wardhana, 2023), the commonly used method for reliability testing is to ascertain the Cronbach alpha coefficient to determine the relationship between item statements and other item statements used

in the instrument. An instrument is considered reliable if it has a cronbach alpha coefficient value greater than 0.70.

Table 3. Reliability test result

Variable	Cronbach Alpha	Min. Cronbach's Alpha	Status
Work Environment	0,917	0,70	Support
Work Discipline	0,827	0,70	Support
HRIS	0,922	0,70	Support
Employee Performance	0,929	0,70	Support

Source: Result by SPSS 20 (2025)

From the results of the reliability test using SPSS on **Table 3**, the Cronbach's Alpha coefficient obtained for the work environment variable is 0.917, the work discipline variable has a coefficient value of 0.827, the HRIS variable obtained a value of 0.922, and the coefficient value for the employee performance variable is 0.929. The results of the Cronbach's alpha coefficient for each variable indicate that every instrument used is dependable and reliable, as none fall below 0.7.

Classical Assumption Test Result

In the classical assumption test, there are three tests, namely the normality test of data, multicollinearity test, and heteroscedasticity test. Normality test of data assesses whether the probability distribution of the observed data or the residuals generated from the estimation of a statistical model theoretically follows the characteristics of a normal distribution (Iba & Wardhana, 2024). The normality test of data can be performed using the Kolmogorov-Smirnov approach, which requires the significance value obtained to be greater than 0.05 to pass the normality test.

One-Sample Kolmogorov-Smirnov Test		
		Unstandardized Residual
N		85
Normal Parameters ^{a,b}	Mean	.0E-7
	Std. Deviation	2.66789816
Most Extreme Differences	Absolute	.104
	Positive	.099
	Negative	-.104
Kolmogorov-Smirnov Z		.956
Asymp. Sig. (2-tailed)		.320

a. Test distribution is Normal.

b. Calculated from data.

Figure 3. Normality test of data result

Source: Result by SPSS 20 (2025)

Based on **Figure 3**, the significance value obtained is 0.320. This value is greater than 0.05, so the data obtained is normally distributed. Subsequently, in the multicollinearity test, it can be assessed through a tolerance value greater than 0.01 and a VIF value of less than 10 to indicate that there are no symptoms of multicollinearity among the predictor variables studied (Iba & Wardhana, 2024).

Table 4. Multicollinearity test result

Predictor Variable	Collinearity Statistics	
	Tolerance	VIF
Work Environment	0.532	1.880
Work Discipline	0.513	1.948
Human Resource Information System	0.542	1.846

Source: Result by SPSS 20 (2025)

Based on **Table 4**, there are no predictor variables in this study that exhibit symptoms of multicollinearity because the tolerance values obtained are greater than 0.1 and the VIF values are less than 10. Then the final test is the heteroscedasticity test, which refers to the condition where the variation of the residuals or errors should remain the same (homoscedasticity) at all levels of the predictor variable (Iba & Wardhana, 2024). The Glejser test is one of the methods that can be used to identify the presence or absence of heteroscedasticity symptoms. In the Glejser test, to determine the absence of heteroscedasticity symptoms, one must observe a significance value greater than 0.05.

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	4.480	1.917		2.337	.022
LK	-.041	.054	-.113	-.752	.454
DK	-.004	.098	-.007	-.044	.965
H	-.043	.088	-.073	-.488	.627

a. Dependent Variable: ABS_RES

Figure 4. Heteroscedasticity test result

Source: Result by SPSS 20 (2025)

From **Figure 2**, it can be observed that the obtained significance value exceeds 0.05, indicating that there are no symptoms of heteroskedasticity in any of the predictor variables in this study.

Multiple Linear Regression Result

According to Iba & Wardhana (2024), multiple linear regression aims to analyze the influence of several independent variables on a single

dependent variable. The multiple linear regression test estimates how variations in the dependent variable are affected by variations in two or more independent variables. After all necessary tests were conducted and no issues or data irregularities were found, the analysis proceeded using multiple linear regression. The results, generated with the assistance of SPSS software 20 version, are as follows:

Table 5. Multiple linear regression result

	Unstandardized Coefficients	
	B	Std. Error
(Constant)	4.896	2.851
LK	0.052	0.081
DK	0.844	0.146
H	0.258	0.131

Source: Result by SPSS 20 (2025)

Based on **Table 5**, the multiple linear regression equation can be formulated, along with the following explanation:

$$Y = 4.896 + 0.052 X_1 + 0.844 X_2 + 0.258 X_3$$

1. The dependent variable (Y) is equal to the constant value (β_0) of 4.896 when all three independent variables are assumed to have zero coefficients.
2. The work environment variable (X_1) has a coefficient of 0.052, indicating that a one-unit increase in the work environment score leads to a 0.052 increase in employee performance. Conversely, a one-unit decrease in the work environment results in a 0.052 decline in performance, consistent with the coefficient value.
3. The work discipline variable (X_2) has a coefficient of 0.844, meaning that a one-unit increase in discipline leads to a 0.844 increase in employee performance. Likewise, a one-unit decrease in discipline results in a 0.844 decline in performance, in line with the coefficient value.
4. The HRIS variable (X_3) has a coefficient of 0.258, indicating that a one-unit increase in HRIS corresponds to a 0.258 increase in employee performance. Similarly, a one-unit decrease in HRIS results in a 0.258 decrease in performance, reflecting the same coefficient value.

T Test Result

To evaluate the results of the partial hypothesis test, the researcher must compare the t-count values with the z-score (1.96). The following are the t-test results generated using SPSS.

Coefficients ^a					
Model		Unstandardized Coefficients		Standardized Coefficients	Sig.
		B	Std. Error	Beta	
1	(Constant)	4.896	2.851		1.717
	LK	.052	.081	.064	.520
	DK	.844	.146	.581	5.773
	H	.258	.131	.193	1.975

a. Dependent Variable: KK

Figure 5. T test result
Source: Result by SPSS 20 (2025)

Based on **Figure 5**, the results of the partial hypothesis testing (t-test) can be observed and are presented in the following t-table analysis:

1. The t-count for the work environment variable is 0.646, which is lower than the z-score value of 1.96, with a significance level of 0.52 (> 0.05). This indicates that the work environment has no significant effect on employee performance.
2. The t-count for the work discipline variable is 5.773, exceeding the z-score value of 1.96, with a significance level of 0.00 (< 0.05), indicating that work discipline has a positively significant effect on employee performance.
3. The HRIS variable has a t-count of 1.975 and a significance level of 0.052. Although the significance value obtained is greater than 0.05, the t-count exceeds the z-score, indicating that HRIS has a significantly positive effect on employee performance.

F Test Result

To assess the results of the simultaneous hypothesis test, the researcher must compare the f-count with the f-table value. The f-count is obtained using SPSS, while the f-table value is 2.717. The following presents the results of the simultaneous hypothesis test generated through SPSS.

ANOVA ^a					
Model		Sum of Squares	df	Mean Square	F
1	Regression	823.362	3	274.454	37.182
	Residual	597.885	81	7.381	
	Total	1421.247	84		

a. Dependent Variable: KK

b. Predictors: (Constant), H, LK, DK

Figure 6. F test (simultaneous hypothesis) result
Source: Result by SPSS 20 (2025)

Based on **Figure 6**, the f-count value obtained is 37.182, which is greater than the f-table value of 2.717, with a significance level below 0.05. These results indicate that the variables of work environment, work discipline, and HRIS have a significant simultaneous effect on employee performance.

CONCLUSION

The findings of this study indicate that the work environment does not have an effect on employee performance. Although the questionnaire data shows that employees generally agree that the work environment at PT Nasmoco Bahtera Motor is adequate and comfortable, this aspect does not enhance their performance. This is because employee performance at PT Nasmoco Bahtera Motor is primarily evaluated based on sales targets, including car sales and spare parts sales. These findings suggest that employee performance is largely influenced by the primary performance evaluation criteria set by each company. The findings of this study are consistent with the results reported by Sri Sukapti et al. (2024) and Warongan et al. (2022), both of which concluded that the work environment does not significantly influence employee performance. In contrast, the present study does not corroborate the findings of Windy et al. (2023) and Zhenjing et al. (2022), who found that the work environment has a statistically significant positive effect on employee performance.

Furthermore, work discipline has a significant positive effect on employee performance. This indicates that employee discipline—reflected in punctuality, compliance with company and a responsible attitude toward assigned tasks—contributes positively and significantly to employee performance. As a result, the performance targets set by PT Nasmoco Bahtera Motor, Mlati branch, Sleman, Yogyakarta can be effectively achieved. The results of this study are consistent with the findings of Puspitasari et al. (2025) and Jufrizen & Hadi (2021), who stated that work discipline has a significant influence on employee performance. However, these results contradict the studies conducted by Uleng et al. (2023) and Azis et al. (2022), which found that work discipline has no effect on employee performance.

Additionally, the HRIS variable has a significantly positive effect on employee performance. This result is supported by questionnaire data regarding various aspects of the HRIS implemented at PT Nasmoco Bahtera Motor, Mlati branch, Sleman, Yogyakarta—such as the comprehensiveness of the information provided, the availability of features and sub-systems that align with the company's needs, the presence of

detailed and informative human resource data, and the availability of activity reports that facilitate employees in documenting their work outcomes. These combined elements of the HRIS contribute to enhancing the performance of employees at PT Nasmoco Bahtera Motor, Mlati branch, Sleman, Yogyakarta. The study conducted by Karnadi & Ediyanto (2022) yielded similar results, indicating that HRIS has a significant influence on employee performance. Likewise, the research by Saputri et al. (2024) reported comparable findings. However, the study by Akhiryana & Kusdiyanto (2025) presents a contrasting result, concluding that HRIS has no effect on employee performance.

Simultaneously, the work environment, work discipline, and HRIS have a significantly positive impact on employee performance. This finding indicates that a comfortable workplace atmosphere, punctuality, employee compliance with company regulations, responsibility in carrying out tasks, comprehensive HRIS information, and well-developed HRIS features can collectively enhance employee performance at PT Nasmoco Bahtera Motor, Mlati branch, Sleman, Yogyakarta—both in terms of work quality and quantity, employee commitment, work effectiveness, and timeliness in task completion. As a result, the sales targets set by PT Nasmoco Bahtera Motor, Mlati branch, Sleman, Yogyakarta can be achieved or even exceeded through the combined contribution of work environment, work discipline, and the implementation of HRIS. Although no prior study has examined the exact combination of variables used in this research, the findings by Ferawati (2017) and Lidya & Sujana (2024) indicate that the work environment and work discipline jointly have a significant effect on employee performance. Similarly, the studies conducted by Zanna & Ubaidillah (2024) and Hidayati & Putri (2022) found that employee performance is significantly influenced by work discipline and HRIS when examined simultaneously.

Based on the findings of this study, it is recommended that the company place greater emphasis on strengthening work discipline, as this factor has been proven to contribute positively to improving employee performance. Strategies that may be implemented include providing recognition to disciplined employees, enforcing clear sanctions for any violations of company rules, and emphasizing punctuality in attendance. At the same time, it is important to ensure that employees leave work in accordance with company regulations, so they do not feel that their working hours are being extended unfairly. Although HRIS has been shown to have

a positive effect on employee performance, the system's utilization should be further optimized. This includes enhancing or adding features tailored to organizational needs, improving compatibility with employees' devices, and increasing employee competence in using HRIS through training and technical support. Even though the work environment variable did not show a direct effect on employee performance, it is still advisable for the company to improve the quality of the work environment. This can include creating a more comfortable office atmosphere by maintaining optimal room temperature, ensuring cleanliness, and fostering harmonious relationships among employees. This is important considering that all three independent variables in this study were found to have a significantly positive effect on employee performance when examined simultaneously.

This study is limited to three independent variables. To provide a more comprehensive understanding of the determinants of employee performance, future researchers are encouraged to explore additional factors such as work motivation, job satisfaction, and other relevant variables that may influence employee performance. In examining the relationship between the work environment and employee performance, future studies are also advised to employ alternative indicators, such as employee satisfaction with the workplace atmosphere, the perceived modernity of work facilities, and other relevant aspects not included in the present study. Moreover, researchers who intend to investigate HRIS are recommended to apply alternative theoretical frameworks, such as the Technology Acceptance Model (TAM), to offer a more detailed perspective on the integration of technology within human resource management practices. Future studies may also consider conducting research in different companies or industries, or within a broader regional scope. Comparative analyses across divisions or company branches may also provide new insights into the dynamics of employee performance.

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