



THE EFFECT OF DISCIPLINE AND WORK ENVIRONMENT ON EMPLOYEE PERFORMANCE IN THE MINISTRY OF RELIGION OFFICE SOUTH TANGERANG CITY

Ratna Dumilah^{1*}, Asridah Warni Tanjung², Nindie Ellesia³

^{1,2,3}Universitas Pamulang, Indonesia

Email: dosen02209@unpam.ac.id¹ dosen02212@unpam.ac.id² dosen02292@unpam.ac.id³

Abstract

This study aims to determine the effect of discipline and work environment on employee performance at the Office of the Ministry of Religion of South Tangerang City partially and simultaneously. This study uses quantitative methods with data collection tools using a questionnaire. The total population at the Office of the Ministry of Religion of South Tangerang City is 65 people. Sampling using a saturated sample technique that takes the entire population of employees at the Office of the Ministry of Religion of South Tangerang City, amounting to 65 people. Data analysis techniques using regression analysis, correlation coefficient analysis, analysis of the coefficient of determination, and hypothesis testing. The results of this study indicate that the variables of discipline and work environment partially affect the performance of employees at the Office of the Ministry of Religion of South Tangerang City. Then, the variables of discipline and work environment simultaneously affect the performance of employees at the Office of the Ministry of Religion of South Tangerang City.

Keywords: Discipline, Work Environment, Performance

INTRODUCTION

Civil Servants (PNS) are state apparatuses who serve as public servants and provide services to the community. The management of the state apparatus, especially Civil Servants (PNS), has been regulated in Law Number 5 of 2014 concerning Civil Servants. The law contains Civil Servant Management (MPNS), which includes establishing norms, standards, procedures, formation, appointment, development of the quality of civil servant resources, transfers, salaries, benefits, welfare, termination, rights, obligations, and legal status. From Law Number 5 of 2014, the important meaning is obtained from implementing good management in the field of personnel to realize the professionalism of Civil Servants (PNS) in supporting government performance.

The Office of the Ministry of Religion of South Tangerang City is a government agency with the main task of administering government affairs in the field of religion to assist the President in administering state government. The Ministry of Religion provides services, guidance, and coaching in the field of Hajj and Umrah; services, guidance, and coaching in madrasah education; religious and religious education; and fostering religious harmony.

As a government agency, the Office of the Ministry of Religion of South Tangerang City has regulations regarding discipline that must be enforced in carrying out its functions and roles. The disciplinary regulations used by the Ministry of Religion refer to Government

Regulation no. 53 of 2010 concerning Discipline for Civil Servants (PNS). Based on government regulation, it is stated that civil servant discipline is the ability of a civil servant to comply with obligations and avoid prohibitions stipulated in laws and regulations and official regulations. If a civil servant disobeys and violates it, he will receive disciplinary sanctions.

Performance and quality of resources are values that must be applied to all employees so that they realize their duties as community services. According to Setiawan (2018:5), employee performance results from employees' work performance in terms of quality and quantity based on work standards that the company's institutions have determined. The level of resources of a government agency can be known through the performance of government officials. A government agency's service quality can be measured by the extent of the activity and efficiency of the institution in serving the public or the community. Good performance is optimal performance, namely performance that is by the standards of a company institution and supports the achievement of the institution's goals.

To see the results of employee performance at the Office of the Ministry of Religion of South Tangerang City, the following data is provided on the results of performance appraisal that have been achieved over the last three years as follows:

Table 1

Data Results of the Employee Performance Assessment of the Office of the Ministry of Religion of the City of South Tangerang 2019-2021

Indicator	Target	Realization/Year			Strategic target
		2019	2020	2021	
Madrasa Education	100%	83,92% (B)	78,90% (C)	72,39% (C)	<ul style="list-style-type: none"> –Improving the learning culture and madrasah environment that is fun and free from violence. –Strengthen capacity and accelerate accreditation. –Fulfill the number of teachers and educational staff according to minimum standards.
Islamic Religious and	100%	87,70%	72,33%	81,28%	–Strengthen the content of

Indicator	Target	Realization/Year			Strategic target
		2019	2020	2021	
Religious Education		(B)	(C)	(B)	religious moderation in religious subjects. –Improving the culture of quality education. –Improving the quality of educators and education personnel
Organizing Hajj and Umrah	100%	85,91% (B)	69,52% (C)	62,48% (C)	–Improving the quality of guidance and supervision of Hajj and Umrah organizers. –Improving the quality of Hajj and Umrah registration services. –Improving haj and umrah data management and information systems.
Islamic Community Guidance	100%	73,83% (C)	72,39% (C)	67,46% (C)	–Improving the quality of religious guidance and counseling. –Increasing religious broadcasting activities in public spaces

Source: Personnel Data of the Office of the Ministry of Religion of South Tangerang City 2021

Category Description:

Very Good = 100

Good = 80 – 99

Enough = 50 – 79

Less = ≤ 50

Based on the data in table 1 above, the authors conclude that the results of employee performance appraisal at the Office of the Ministry of Religion of South Tangerang City during the last three-year period starting from 2019 to 2021 referring to IKSS achievements (Strategic Target Performance Indicators) show that comparisons between actual performance (facts that exist) with the expected performance (target) are still not appropriate. From the results of these data, it is evident that there is a decrease in employee performance. It can be seen that there is a decrease in achievement in indicators of madrasah education and the implementation of Hajj and Umrah. It is due to the constraints on the uneven availability of teacher placements (in the education sector); there is a COVID-19 pandemic throughout the world, so the government of Saudi Arabia does not give permission to organize the pilgrimage, the high interest in umrah and its monitoring system is not optimal during the COVID-19 pandemic (in the field of organizing the pilgrimage and umrah); lack of socialization and coordination to address current problems or issues (the field of Islamic community guidance). Therefore, it is necessary to study empirically the factors that can affect employee performance at the Office of the Ministry of Religion of South Tangerang City.

Discipline is one of the factors that affect performance. Without discipline, all activities will produce less than optimal results, and even the results will not match the expected target. According to Siswanto (2017:292), discipline in an agency aims for every employee to comply with all the rules in an agency and do the maximum possible work and service to certain parties with interest in government agencies through the work they provide. Discipline is the first step to any success in achieving the goals desired by an organizational institution. Discipline has a goal so that all employees within the organization can voluntarily obey and obey the existing rules without coercion. Discipline is an important component in Human Resource Management (HRM) because the better the discipline of employees in an agency, the more quality employees will be created.

Based on the results of observations, the authors found that the discipline of the employees of the Office of the Ministry of Religion of the City of South Tangerang as a whole still needed improvement. It is because there are still some problems regarding discipline, especially in the late attendance of employees:

Table 2
 Employee Attendance Data for the Office of the Ministry of Religion of South Tangerang
 City

No	Year	Amount Employee	Attendance			
			Late	Alfa	Sick	Total
1.	2019	65	92	102	48	242
2.	2020	65	113	80	118	311
3.	2021	65	147	105	135	387

Source: Office of the Ministry of Religion of South Tangerang City 2022

Based on table 2 above, it can be seen that during the last three years, starting from 2019 to 2021, employee attendance data at the Office of the Ministry of Religion of South Tangerang City shows a decrease in employee discipline. Seen in 2019 with an accumulated number of 242 with a total of 92 late, 102 alpha, and 48 sick. Meanwhile, in 2020 the decline in employee discipline has increased with an accumulated number of 311 with 113 late, 80 alpha, and 118 sick. In 2021 there will be another decline in employee discipline with a total accumulation of 387, with the number of delays reaching 147, alpha 105, and illness 135.

Fluctuations in discipline apart from being seen in indicators of frequency of attendance which continue to decline due to the pandemic, based on direct observations in the field, disciplinary problems can be seen from indicators of compliance with work regulations such as delays in employee attendance, smoking in the workspace and some employees not wearing uniforms according to the rules.

Employee performance is not only influenced by discipline but also by the work environment within the organization's institutions. According to Afandi (2018:66), the work environment is everything that exists in the environment of employees who are able to influence their own physical and mental conditions. Work facilities in the work environment create a conducive and positive work atmosphere. A good work environment can make employees feel comfortable carrying out each task and responsibility with enthusiasm and can improve the employee's performance. Therefore, an organizational institution should prepare a suitable work environment, such as an office layout, adequate lighting, and a clean environment.

Based on the results of observations, it is known that the work environment in the Office of the Ministry of Religion of South Tangerang City is still not to the needs of

employees, so the work environment provided is still not able to make employees feel comfortable at work.

Table 3

Data on the Work Environment of the Office of the Ministry of Religion of South Tangerang City

No.	Indicator	Ideal Condition	Field Conditions
1	Workplace Lighting Lights	Ideally, the lighting in the workplace is bright enough for activities. Not dazzling and not dim when going to work.	At the Tangsel Ministry of Religion Office, more than lighting is needed to meet lighting needs. Some rooms still feel dim and lack lighting because the lights are rarely turned on, relying more on sunlight entering the room. Two lights are dead and have not been replaced.
2	Workplace Window	Every room should ideally have a window to provide natural light and good air circulation for the workspace.	Workplace windows have met the needs. In every room, some windows can function to allow air and sunlight to enter.
3	Color Layout	The ideal color scheme in the workplace is to choose stable colors that can calm and help workers focus on their work. An example is blue.	The color arrangement in every corner of the room is not up to standard, many paint colors have started to fade, and the color selection needs to support the work mood.
4	Music Sounds	The perfect sound for the workplace is calm and can create a positive atmosphere. The suitable type of music is classical,	At the Ministry of Religion Office, it tends to be quiet when working, and there is no good music that can raise the performance and enthusiasm of employees at work.

No.	Indicator	Ideal Condition	Field Conditions
		instrumental, or lo-fi music. Choosing the right music can improve concentration and work productivity.	
5	Air temperature	The ideal air temperature for the workspace is 20-24.5°C, which is a cool temperature. Not too cold and doesn't make the room feel stuffy.	It is felt that the air temperature in the Ministry of Religion Office needs to meet the standards, the use of air conditioning in certain rooms is not optimal, and it relies more on the wind coming in from outside the window or the room. The number of employees who smoke indoors also makes the air in the room unhealthy.

Source: Office of the Ministry of Religion of South Tangerang City 2022

Based on the table data above, it can be seen that the work environment in the Office of the Ministry of Religion of the City of South Tangerang, there are still some things that have not been fulfilled, such as workplace lighting, color arrangement, the sound of music and air temperature. So it was concluded that the indicators in the work environment at the Office of the Ministry of Religion of South Tangerang City had yet to be realized properly.

METHOD

The type of research used in this study is quantitative. According to Sugiyono (2017:8), quantitative research is a research method used to examine certain populations or samples; data collection uses research instruments, and data analysis is quantitative or statistical, intending to test established hypotheses. This empirical study aims to examine the influence of discipline and the work environment on employee performance. The research was conducted at the Office of the Ministry of Religion of South Tangerang City, located at Komp. BSD, Jl. Kencana Loka 2 Block F.40 Sector XII.5 Serpong, South Tangerang, Banten.

According to Sugiyono (2018: 136), a population is a generalization area consisting of objects or subjects with certain qualities and characteristics set by researchers to study and then draw conclusions. The population is not just the amount of the object or subject being studied but also includes all the characteristics or properties of the subject or object. In this study, the population used was employees at the South Tangerang Ministry of Religion Office, totaling 65 people. According to Sugiyono (2018: 62), the sample is part of the number and characteristics possessed by the population. A sampling decision-making technique is needed for the samples to be representative. Sampling needs to be done in a way that can be accounted for to get the right data so that the conclusions drawn can be trusted. In this study, the samples were all employees at the Office of the Ministry of Religion of South Tangerang City, with 65 employees. A saturated sample, which takes samples from the entire population, will be employed as the sampling technique. According to Sugiyono (2017: 85), the saturated sample method is a method of collecting samples with all members of the population used as samples. It is often done when the population is relatively small, under 100 people.

RESULTS AND DISCUSSION

Table 4 Multicollinearity Test Results

Coefficients								
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	3.042	2.047		1.486	.142		
	Work Discipline	.616	.102	.590	6.051	.000	.502	1.992
	Work Environment	.322	.101	.311	3.188	.002	.502	1.992
a. Dependent Variable: Performance								

Source: SPSS output results in 2023

Based on table 4, you can see the results of calculating the tolerance value for each variable, namely discipline at 0.502 and work environment at 0.502. It shows that no

independent variable has a tolerance value ≤ 0.10 , so it can be concluded that there is no multicollinearity from the tolerance assessment in the regression model. In calculating the VIF value, the VIF value for discipline is 1,992 and the VIF value for the work environment is 1,992. It shows that there is no independent variable that has a VIF value ≥ 10.00 , so it can be concluded that there is no multicollinearity between the independent variables in the regression model.

Table 5 Normality Test Results

One-Sample Kolmogorov-Smirnov Test		
		Unstandardized Residual
N		65
Normal Parameters ^b	Mean	.0000000
	Std. Deviation	3.15705279
Most Extreme Differences	Absolute	.079
	Positive	.068
	Negative	-.079
Test Statistic		.079
Asymp. Sig. (2-tailed)		.200 ^{c,d}
a. Test distribution is Normal.		
b. Calculated from data.		
c. Lilliefors Significance Correction.		
d. This is a lower bound of the true significance.		

Source: SPSS output results in 2023

From the table above, it can be seen that the normality test results with the Kolmogorov-Smirnov method have a significance of 0.200 greater than 0.05, and the residual values can be said that is normally distributed.

Table 6 Autocorrelation Test Results with the Durbin-Watson Method

Model Summary^b					
Model	R	R Square	Adjusted R Square	Std. The error in the Estimate	Durbin-Watson

1	.839 a	.704	.694	3.20757	1.907
a. Predictors: (Constant), Work Environment, Work Discipline					
b. Dependent Variable: Performance					

Source: SPSS output results in 2023

Based on the test results in the table above, this regression model has no autocorrelation. It is evidenced by the Durbin-Watson value of 1.907, which is in the interval of 1.550 – 2.460.

Table 7 Multiple Linear Regression Test Results

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	3.042	2.047		1.486	.142
	Work Discipline	.616	.102	.590	6.051	.000
	Work Environment	.322	.101	.311	3.188	.002
a. Dependent Variable: Performance						

Source: SPSS output results in 2023

The results of data processing in table 4.20 above obtained $a = 3.042$, $\beta_{1x1} = 0.616$, and $\beta_{2x2} = 0.322$, so the multiple linear regression equation models can be formulated as follows

$$Y = a + \beta_1 X_1 + \beta_2 X_2$$

$$Y = 3.042 + 0.616X_1 - 0.322X_2$$

From the multiple linear regression equation, the interpretation that can be explained is as follows:

1. The constant coefficient of 3,042 means that if the variables of discipline (X1) and work environment (X2) are 0 (zero). Then the value of employee performance is 3,042, assuming the variables affecting employee performance are considered fixed.
2. The disciplinary regression coefficient (X1) has a value of 0.616, meaning that if the other independent variables have a fixed value and discipline (X1) increases by 1%, then employee performance (Y) will increase by 0.616. The coefficient is positive, meaning

that there is a positive relationship between discipline and employee performance, the higher the discipline, the higher the employee's performance.

3. The work environment regression coefficient (X2) is 0.322, meaning that if the other independent variables have a fixed value and the work environment (X2) increases by 1%, employee performance (Y) will increase by 0.322. The coefficient is positive, meaning a positive relationship exists between the work environment and employee performance. The higher the work environment, the higher the employee performance.

Table 8 Coefficient of Determination Results

Model Summary				
Model	R	R Square	Adjusted R Square	Std. An error in the Estimate
1	.839 ^a	.704	.694	3.20757
a. Predictors: (Constant), Work Environment, Work Discipline				

Source: SPSS output results in 2023

Based on the output results above, it can be seen that the R square value is 0.704. It implies that the variables X1 and X2 simultaneously influence or contribute to the Y variable by 70.4%, and the remaining 29.6% are influenced by other factors that have not been examined influencing the variable performance (Y).

Table 9 F test results (simultaneous)

ANOVA^a						
Model	Sum of Squares	df	Mean Square	F	Sig.	
1	Regression	1516.502	2	758.251	73.699	.000 ^b
	Residual	637.887	62	10.288		
	Total	2154.389	64			
a. Dependent Variable: Performance						
b. Predictors: (Constant), Work Environment, Work Discipline						

Source: SPSS output results in 2023

Based on table 4.26, it can be seen that the significant value is $0.000 \leq 0.05$ and Fcount is $73.699 \geq F_{table}$ is 2.75, so it can be concluded that Ha3 can be accepted and Ho3 is

rejected, meaning that there is a significant influence between disciplinary and work environment variables on employee performance simultaneously (together).

The Effect of Discipline on Performance

Based on the results of multiple regression analysis, it is known that the discipline variable (X1) has a regression coefficient which shows value of 0.616, this value means that if discipline has increased once, then employee performance will increase by 0.616. The results of the correlation coefficient test show that discipline and performance have a very strong relationship with a value of 0.810. The coefficient of determination is 0.655; this value is a 65.5% contribution to the influence of discipline on employee performance.

The results of this study state that discipline partially has a positive and significant effect on employee performance as indicated by a significant level of $0.000 \leq 0.05$ and $t_{count} 6.051 \geq t_{table} 1.999$. It happens because the higher the discipline, the higher the performance of employees at the Office of the Ministry of Religion in South Tangerang City. It means that if the discipline of employees in the office is good, it can improve the employees' performance.

The Influence of the Work Environment on Performance

Berdasarkan hasil analisis regresi berganda diketahui variabel lingkungan kerja (X2) memiliki koefisien regresi yang menunjukkan nilai sebesar 0.322, nilai tersebut berarti apabila lingkungan kerja mengalami peningkatan satu kali, maka kinerja pegawai akan naik sebesar 0.322. Hasil uji koefisien korelasi menunjukkan bahwa lingkungan kerja dengan kinerja memiliki hubungan yang kuat dengan nilai 0.727. Nilai koefisien determinasi sebesar 0.529 dimana nilai tersebut merupakan kontribusi pengaruh lingkungan kerja terhadap kinerja pegawai sebesar 52,9%.

Hasil penelitian ini menyatakan bahwa lingkungan kerja secara parsial berpengaruh positif dan signifikan terhadap kinerja pegawai yang ditunjukkan dengan taraf signifikan sebesar $0.002 \leq 0.05$ dan nilai $t_{hitung} 3.188 \geq t_{tabel} 1.999$. Hal ini terjadi karena semakin tinggi lingkungan kerja maka semakin tinggi pula kinerja dari pegawai pada Kantor Kementerian Agama Kota Tangerang Selatan. Artinya jika lingkungan kerja di Kantor sangat kondusif dan Kantor memberikan fasilitas terbaik yang mendukung aktivitas kerja pegawai menjadi nyaman dan lancar, maka kinerja dari pegawai akan semakin tinggi.

The Effect of Discipline and Work Environment on Performance.

Based on the results of the hypothesis test from the F test, it is known that all independent variables, namely discipline (X1) and work environment (X2), jointly (simultaneously) affect performance (Y) positively and significantly, which means H_3 is accepted. It can be seen from the f-test, it can be seen that the significance value is $0.000 \leq 0.05$ and F_{count} is $73,699 \geq F_{table}$ is 2.75. So, the higher the discipline (X1) and work environment (X2), the higher the performance of employees at the Office of the Ministry of Religion of South Tangerang City. The coefficient of determination of 0.704 means that the influence of discipline and work environment is 70.4%, and the remaining 29.6% is influenced by other factors that have not been studied.

CONCLUSION

This study aims to determine the effect of discipline and work environment on employee performance at the Office of the Ministry of Religion of South Tangerang City. From the formulation of the problem proposed, based on the data analysis that has been carried out and the discussion that has been put forward. So it can be concluded as follows:

1. Discipline affects the performance of employees at the Office of the Ministry of Religion of South Tangerang City. It is evidenced by a partial hypothesis test (T-test) which states that discipline positively affects employee performance.
2. The work environment influences employee performance at the Office of the Ministry of Religion of South Tangerang City. It is evidenced by a partial hypothesis test (T-test) which states that the work environment positively affects employee performance.
3. Discipline and work environment influence employee performance at the Office of the Ministry of Religion of South Tangerang City. It is evidenced by simultaneous hypothesis testing (F test), which states that discipline and the work environment simultaneously have a positive effect on employee performance.

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