The Effect of Work Discipline, Physical Work Environment and Employee Professionalism on Employee Performance

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Abstract: This study aims to analyze the effect of work discipline, physical work environment, and professionalism on employee performance at SMP N XXX Jakarta. Employee performance is one of the important factors in achieving organizational goals, so it is necessary to identify factors that can affect it. In this study, work discipline, physical work environment, and professionalism were selected as independent variables that are thought to play a significant role in employee performance. The research method used is quantitative with an associative approach. Data were collected through questionnaires distributed to employees of SMPN XXX Jakarta, with a sample of 33 respondents. Data analysis was carried out using multiple linear regression tests to see the partial effect of each independent variable on employee performance. The results showed that work discipline has a significant effect on employee performance, with a calculated t value of 3.505 greater than t table 2.019 and a significant value of 0.02 smaller than 0.05. The physical work environment also has a significant effect on employee performance, with a t value of 6.729 greater than t table 2.019 and a significant value of 0.01 smaller than 0.05. In contrast, professionalism does not have a significant effect on employee performance, with a calculated t value of 1.095 smaller than the t table 2.019 and a significant value of 0.283 greater than 0.05. The conclusion of this study is that work discipline and physical work environment are factors that have a significant effect on employee performance at SMPN XXX Jakarta, while professionalism has no significant effect. Therefore, management needs to focus on increasing work discipline and improving the physical work environment to improve employee performance optimally. This study also provides suggestions for future researchers to explore other variables that may affect employee performance.

Keywords Work Discipline, Work Environment, Employee Professionalism, Employee Performance

INTRODUCTION

In the current era of globalization, in realizing a competitive advantage, every organization always tries to increase innovation in the field of human resources and technology. Without quality human resources in an organization, it will not be able to run in accordance with the goals that the organization wants to achieve. The quality of human resource work is very important to pay attention to in order to create quality performance according to Nathalia, D. P. C., Kawiana, I. G. P., & Trarintya, M. A. P. (2021).

According to Dogopia, D. A. (2024) Education is an important aspect related to the progress of a nation, because education is the key to creating a superior and quality generation. According to Law No. 20 of 2003 concerning the National Education System, education is a conscious effort to prepare students through guidance and or training activities for their role in society in the future. Educating is an activity that shows effort towards the development of character, spirit, love, sense of decency, piety and others.

Various employee performance problems at SMPN XXX Jakarta need serious attention from all parties. Evaluations and solutions must be sought immediately to improve their performance in carrying out their duties, because the success of an educational organization is highly dependent on the active participation of employees in the learning process and direct interaction with students.

Table 1. Employee Performance Achievement

No.Description	Target (%)	Achievement (%)	Not Achieved (%)
1. Creating lessons that fit the time	100	85	15
2. Facilitate students to explore information and apply it to classroom learning activities.	100	89	11
3. Assessment of completed learning outcomes	100	90	10
4. Employee involvement in tutoring activities for students	100	88	12
5. Employees enter the school according to the teaching schedule	100	82	18

Source: Data of SMPN XXX Jakarta

Looking at table 1. presented earlier, it can be observed that employee performance at SMPN XXX Jakarta is still not optimal and is below the predetermined achievement target. Therefore, steps are needed to improve employee performance in order to achieve organizational goals and expectations.

Work discipline is an important factor that affects employee performance. Schools that encourage discipline in the teaching and learning process play a role in shaping employees' values, norms, self-control and responsibility. Employee indiscipline, such as coming late to school or not taking teaching seriously, can negatively impact the quality of education. Lack of employee discipline can also hinder the learning process. Organizations or institutions have a role in managing employees to comply with applicable rules and norms, so that they can work in a disciplined and effective manner. Discipline includes awareness and compliance with organizational rules and social norms.   According to Edi Sutrisno quoted in research by Vipraprastha et al. (2021), work discipline has an important role in accelerating the achievement of organizational goals. When the level of work discipline is low, this can become an obstacle and slow down the achievement of overall organizational goals. However, with a good level of discipline, morale will be boosted and morale will increase, thus supporting the achievement of planned goals.

Table1 . Employee Attendance Data 2021-2023

No.	Year	Number of Employees	Late Employees	Percentage (%)

No.	Year			%
1.	2021	33	10	**30,30 %**
2.	2022	33	12	**36,36 %**
3.	2023	33	15	**45,45 %**

Source: Data of SMPN XXX Jakarta

Table 2 shows the increase in the number of employees and the percentage of tardy employees from 2021 to 2023 at SMPN XXX Jakarta. In 2022, the percentage of tardy employees reached 45.45%, indicating a potential expansion of tardiness. Action is needed to understand and address the factors that cause employee tardiness .

Table2 . Pre-survey results of employee performance

No.	Question	Answer			
		Agree	%	Disagree	%
1.	I am satisfied with the working environment at SMPN XXX Jakarta.	22 %	72%	8%	28%
2.	I feel that I have the opportunity to develop yourself here	13%	46%	17%	54%
3.	Management at SMPN XXX supports and motivating employees	22%	72%	8%	28%
4.	Communication between coworkers at SMPN XXX runs smoothly	21%	70%	9%	30%
5.	My duties and r e s p o n s i b i l i t i e s are in accordance with my position/title	15%	50%	15%	50%

Based on table 3. it can be seen that the majority of employees are satisfied with the work environment and management support provided by the SMP. However, there are still some aspects such as self-development opportunities and communication between coworkers that need further attention to improve employee satisfaction and performance.

According to (Trisanti, M.M, (2023), work discipline among employees can improve employee performance, with the issuance of regulations that must be carried out by each employee to ensure that employees remain in the corridor of the rules set by the company in an effort to achieve company goals).

This is supported by previous research conducted by (Affini, D. N., & Perkasa, D. H. (2021). which shows that work discipline has a positive and significant effect on employee performance.

Various previous studies support this, that work discipline is the most important element in efforts to improve employee performance (Pangarso and Susanti, 2019; Malka et.al, 2020; Shaufi et.al, 2020; Syahputra et.al, 2021).Although several previous studies have examined the relationship between discipline and employee performance, there are still research results that are not uniform which prove that work discipline has an insignificant effect on employee performance, among others (Kurniandra et.al, 2022; Ovianti and Fadli, 2022; Kurniawan and Heryanto, 2019.

These results are in line with previous research conducted by (Dewi, N.L.P.A.R P. (2024). which shows that professionalism has a positive and significant effect on employee performance. This means that the more professional an employee is, the more his performance will improve. Research conducted by (Saputra, 2019) shows that professionalism has a significant effect on employee performance. However, it is different from the research conducted by (Tanjung, 2020) which shows that the professionalism variable has no significant effect on employee performance.

In addition, the physical work environment also has a peinting role in encouraging employee performance. According to (Meilani, T., & Muttaqin, R. (2024), the physical work environment is a location with various groups and facilities that can help an organization

achieve its goals in accordance with its vision and mission. The achievement of optimal employee performance can be facilitated by an appropriate physical Work environment. In this framework, companies can create a Work environment that is noise-free, comfortable and safe.Therefore, it is possible to assert that the physical work environment plays a key role in motivating employee performance in addition to career growth and work discipline.Peineilitian Latif et al. (2022) supported this opinion by stating that the physical work environment has a positive and significant effect on employee performance.Peineilitian Halim, M.., & Meliza, J. (2022) also found the same results that employee performance is positively and significantly influenced by the physical work environment.

Research conducted by Sujana, H., Patimah, S., & Andayani, S. (2023, July) at PT Jaya Persada Indonesia shows that there is a significant influence between work discipline and the physical work environment on employee performance. The results show that employees who have a high level of work discipline and a good physical work environment tend to have better performance. Another study conducted by Syahida, N., & Suryani, N. (2020) on village officials showed that work discipline, physical work environment, and work motivation have a significant influence on employee performance. The results showed that employees who have a high level of work discipline, a good physical work environment, and high work motivation tend to have better performance.

Thus, it can be concluded that this study aims to analyze the effect of work discipline, physical work environment, and professionalism on employee performance. Employees who have a high level of work discipline, a good physical work environment, and high professionalism tend to have better performance. However, the results of researcher observations show that the influence of work discipline, physical work environment, and professionalism on employee performance still needs to be improved.

Based on this background, researchers are interested in conducting research on the influence of work discipline, physical work environment, and employee professionalism on employee performance at SMPN XXX Jakarta.

Problem Formulation

Based on the background that has been explained, the problem formulation in this study is as follows:
1) Does Work Discipline have a Significant Effect on Employee Performance at SMPN XXX Jakarta?
2) Does Physical Work Environment have a Significant Effect on Employee Performance at SMPN XXX Jakarta?
3) Does Professionalism Significantly Affect Employee Performance at SMPN XXX Jakarta?
4) Do Work Discipline, Physical Work Environment and Professionalism Affect Employee Performance at SMPN XXX Jakarta?

METHOD

This research was conducted at SMPN XXX which is located at Jl. Benda Atas No.7C, RT.6/RW.3, Cilandak Tim., Ps. Minggu, South Jakarta City, Special Capital Region of Jakarta 12560. This research was conducted from September 2023 to 2024. This research was conducted at SMPN XXX, which is located at Jalan Benda Atas 7C, East Cilandak, Ps. Minggu, South Jakarta, Special Capital Region of Jakarta, 12560 Indonesia. This research took place from September 2023 to 2024. This research uses a quantitative research design. Quantitative research is an approach that uses numbers, as defined by Ika Annisa (2023).

The Likert scale was used as a measuring tool in this study. According to Adhariani (2023, December), the Likert scale is used to measure attitudes, opinions, and perceptions of social phenomena. By using a Likert scale, the research variables to be measured and explained

are converted into indicator variables. These indicators are then used as a starting point for creating instrument items, which can be statements. The answers to each instrument item on the Likert scale range from very positive to very negative.

According to S. H. Putri (2020), the term "population" refers to a large group of people who have certain characteristics that are the object of study for scientists to draw conclusions. The population in this study consisted of 33 permanent employees.

According to Afrieni and Yamasitha (2025), a sample is part of a population that has the same size and characteristics. The sampling technique used in this study took the entire population as a sample: 33 permanent employees.

According to Nugraha (2022), the data used in this research is divided into two categories. Primary data is obtained from questionnaires filled out by respondents, including their identities, answers, and other information. The secondary data used in this study consisted of literature reviews, scientific articles, scientific journals, problem-related literature, human resource development magazines, and other documentary information obtained through online systems or the internet. This stage includes the data search and collection stage.

This research uses associative research methods. According to Astuti and Mulyadin (2022), associative research aims to determine the relationship between two or more variables. Data was analyzed using IBM SPSS Statistics version 26.

RESULTS AND DISCUSSIONS
Results
The following are the research findings by considering the context and problem formulation:
Work discipline
According to Lestari and Afifah (2020), work discipline refers to the moral awareness of employees to comply with applicable social standards and company regulations. Wahidah (2019) states that managers use work discipline to communicate with employees, increase their awareness, and ensure compliance with social norms and company regulations. In conclusion, work discipline involves employees' moral awareness in complying with work policies and procedures.

Discipline is a person's willingness, arising from self-awareness, to follow applicable organizational rules. It is also an action that encourages organizational members to fulfill their obligations. In companies and organizations, discipline is mainly used to motivate employees to discipline themselves when carrying out work, both individually and in groups. Discipline is also useful to teach employees to comply with existing rules, procedures and policies in order to produce good performance. Good discipline reflects an individual's strong sense of responsibility for the task at hand. (Herlambang, G. G., TH, M. N., & Setiawati, A., 2022).

Indicators that affect work discipline, according to Cahyanti (2020), are as follows: 1) Employees use uniforms according to the rules; 2) Employees do not leave the workplace without clear permission during working hours; 3) Employees complete tasks within the specified time; 4) Employees use break time between 12:00 noon and 1:00 noon; 5) Employees are responsible for the tasks assigned to them; 6) Employees arrive on time.

The dimensions contained in work discipline include: 1) Compliance with all rules; 2) Effective Use of Time; 3) Responsibility; 4) Attendance.

Physical Work Environment
According to Masae, R. L.; Timuneno, T.; Maak, C. S.; and Fanggidae, R. E. (2023), the physical work environment includes all equipment and materials used, as well as the condition of the surrounding work environment. This includes work methods and procedures, both individual and group. The work environment includes all the elements surrounding

employees and has the potential to affect their performance in carrying out their assigned tasks. These elements can include factors such as cleanliness and music, which can affect employee productivity and well-being. The physical work environment also affects employee morale.

The physical work environment includes all physical conditions in the workplace that can affect employees directly or indirectly. (Herlambang, G. G., TH, M. N., & Setiawati, A., 2022).

Indicators of the Physical Work Environment according to Cahyanti (2020) include: 1) Employees are active at work because of comfortable workspace conditions; 2) The arrangement of tables and chairs is appropriate; 3) Building good relationships with superiors and coworkers; 4) Street vendors are not allowed in the workplace; 5) The available work equipment has helped me in carrying out my duties.

Dimensions of the work environment: 1) Workspace Layout; and 2) Work Atmosphere.

Professionalism

Professionalism refers to individuals who practice a profession or have an appearance appropriate to their work. Professional status can be granted formally by government agencies or professional organizations, and informally by the general public and users of professional services.

Professionalism reflects the commitment of individuals in maintaining and improving their professional quality. Professionalism also refers to an individual's attitude towards their profession as well as their level of knowledge and expertise in completing their tasks. Therefore, the term "professionalism" describes an individual's level of professionalism based on the attitudes, knowledge, and skills required to carry out their duties, according to Khan, I. F. K. (2022). Researchers have paid attention to professionalism in work or profession. According to Tjiptohadi (1996), as cited by Yocky Pramudya A., professionalism, based on its linguistic meaning, can have several definitions. First, professionalism means having expertise, qualifications, and experience in the field. Second, professionalism refers to work standards, namely professional moral and ethical principles. Third, professionalism means morality.

The dimensions of professionalism according to Pratiwi and Shela Anwari (2020) include: 1) Ability; 2) Quality; 3) Reliability.

Indicators of Professionalism include: 1) Proficiency or potential to master a skill; 2) The services provided always meet expectations; and 3) Consistency of a series of measurements.

Employee Performance

Performance can be defined as the results of work in accordance with organizational standards. According to S. H. Putri (2020), performance is the translation of performance into work results, especially in the context of work that represents the administrative cycle or the organization as a whole. Meanwhile, Sulistyowati and Auliya (2022) define employee performance as individual or group actions in an organization in accordance with their responsibilities and authority to achieve organizational goals. Based on the experts' understanding of employee performance, the researcher concludes that it involves the work efforts of employees to achieve organizational goals, which are the responsibility and authority of each employee.

The dimensions of employee performance according to Cahyanti (2020) include: 1) Quality; and 2) Knowledge.

Indicators of employee performance are as follows: 1) Employees carry out their duties and responsibilities; and 2) Employees perform their duties accurately.

Previous Research

Based on the findings above and previous studies, the following research discussion is formulated:

Table 4. Relevant Previous Research Results

No.	Researcher	Variables	Results
1.	Relationship Model of Workload, Work Motivation and Work Discipline on the Performance of Sharia Banking Employees in Jakarta (Affini, D. N., & Perkasa, D. H. (2021)	Workload (X1) Work Motivation (X2) Work Discipline (X3) Performance (Y)	Workload, Work Motivation and Work Discipline have a positive effect on employee performance.
2.	Motivation, Work Discipline and Satisfaction on Employee Performance of PT.Vindo Post-pandeimic Covid-19: A Proposed Study (Perkasa, D. H., Susiang, M. I. N., Herawaty, Y., Febrian, W. D., & Parashakti, R. D. (2023)	Motivation (X1) Work Discipline (X2) Satisfaction (X3) Employee Performance (Y)	Work Motivation, Discipline on job satisfaction have a positive and significant impact on employee performance.
3	The Effect of Job Satisfaction, Work Discipline and Environment on Employee Job Performance (Febrian, W. D., & Purnama, Y. H. (2022)	Work Discipline (X1) Work Environment (X2) Job Satisfaction (X3)	Work environment and job satisfaction can enhance the employee performance.
4	The Effect of Work Discipline and Physical Work Environment on Employee Performance at PT. Jaya Persada Indonesia East Jakarta (Andayani, K. V., & Tibaat, M. F. (2023))	Discipline (X1) Physical Work Environment (X2) Employee Performance (Y).	This indicates that there is a significant effect simultaneously between Work Discipline and the Physical Work Environment on Employee Performance.
5	The Influence of Self Efficacy and Work Environment on Teacher's Professional Competence Desiriani, D., Kristiawan, M., & Wardiah, D. (2023)	Self-Efficacy (X1) Work Environment (X2) Professional competence (Y).	Self Efficacy Work Environment has a positive and significant professional competence
6	The Effect of Principal's Academic Supervision, Teacher's Professionalism and Work Environment on Teacher's Performance Herliana, H., Kristiawan, M., & Wardiah, D. (2023)	Principal's Academic Supervision (X1) Professionalism (X2) Work Environment (X3) Teacher's Performance (Y)	Principal's Academic Supervision, Work Environment and Professionalism have a positive and significant Teacher's Performance.
7	Analysis of The Role of Work Discipline and Work Environment on Employee Performance Sitoro, S., Mihani, M., & Matiin, N. (2023)	Work Discipline (X1) Work Environment (X2) Employee Performance (X3)	Work discipline and work environment have no significant effect on the performance of employees
8	The Effect of Professionalism on Employee Work Productivity at Sakura Jaya Company Parameswari, R., Tholok, F. W., & Pujiarti, P. (2020)	Professionalism (X) Employee Productivity (Y).	There is a positive and significant influence between the Professionalism variable towards Employee Work Productivity variable.
9	The Effect of Professionalism and Emotional Intelligence on the Teachers' Performance in Madrasah Aliyah Negeri (man)	Professionalism (X1) Emotional Intelligence (X2) Performance (Y)	the variables of professionalism and emotional intelligence had a positive and

No.	Researcher	Variables	Results
	(Muna EIeing Ahman, Janah Sojanah, Rofi Rofaida, 2024)		significant effect on teacher performance
10	The Effect of Work Environment, Work Discipline, and Work Motivation on Employee Performance in Manufacturing Company Kirana, I. B. G. A., Sriathi, A. A. A., & Suwandana, I. G. M. (2022)	Work Environment (X1) Work Discipline (X2) Work Motivation (X3) Employee Performance (Y)	Work Environment, Work Discipline and work motivation have a positive and significant effect on employee performance.
11	The influence of human resource development, professionalism, work environment on employee performance at the national land agency office in Sukoharjo Regency. Susilowati, A. T., Mursito, B., & Pawenang, S. (2023).	HR Development (X1) Professionalism (X2) Work Environment (X3) Employee Performance (Y)	HR development, professionalism, work environment can be said to have a positive and significant effect together on employee performance.
12	The Effect of Work Discipline, Professionalism and Employee Engagement on Employee Performance and Village Consultative Body (BPD) at the Office of Perbekel Dsa Sumerta Kaja Denpasar City Venayanti, N. M., I. G. A. Wimba, and N. L. A. A.	Work Discipline (X1) Professionalism (X2) Employee Engagement (X3) Employee Performance (Y)	Simultaneously work discipline professionalism and employee engagement have a significant effect on employee performance.
13	The Effect of Work Discipline and Physical Work Environment on Employee Performance of the Food Security and Agriculture Office of Probolinggo Regency Cahyanti, M. M. (2020)	Work Discipline (X1) Physical Work Environment (X2) Employee Performance (Y)	Work discipline variables have a significant influence on employee performance, while the physical environment also has a significant effect on employee performance.
14	The Influence of Work Discipline and Professional Competence on the Performance of Public Elementary School Teachers in Umpu Semenguk District, Way Kanan Regency, Lampung Province Sujana, H., Patimah, S., & Andayani, S. (2023, July).	Work Discipline (X1) Professional Competence (X2) Teacher Performance (Y)	Teacher Performance, the influence of Professional Competence variables is higher or more important than Work Discipline
15	The Effect of Work Discipline, Physical Work Environment, and Work Motivation on Village Apparatus Performance Syahida, N., & Suryani, N. (2020)	Work discipline (X1), Physical work environment (X2), Work motivation (X3) Performance (Y)	Significant influence between work discipline, physical work environment, and work motivation variables Against performance
16	Work Motivation, Work Discipline, Professional Attitude and Career Development to Employee Performance at the SAMSAT Office Nurleha, N. P. M., Nasution, M. F., & Halim, A. (2023).	Work Motivation (X1) Work Discipline (X2) Career Development (X3) Employee Performance (Y).	Work Motivation, Work Discipline, Professional Attitude, and Career Development simultaneously have a positive and significant effect on employee performance.
17	The influence of Professionalism and Work Discipline on the performance of the State Civil Apparatus at the Directorate General	Professionalism (X1) Work Discipline (X2) Performance (Y)	Professionalism, Work Discipline and Performance

| No.	Researcher	Variables	Results
	of Regional Autonomy of the Ministry of Home Affairs Widyanti, R. (2024)		simultaneously have a significant and positive effect on employee performance.
18	The Effect of Professionalism, Organizational Commitment and Work Environment on Employee Performance at CV. Kakul Production and Entertaiment Denpasar SARI, N., & WIDYA, M. (2023)	Professionalism (X1) Organizational Commitment (X2) Work Environment (X3) Employee Performance (Y)	Simultaneously Professionalism, Organizational Commitment and Work Environment have a Positive Effect on Employee Performance
19	The Effect of Achievement Motivation, Professional Competence and Physical Work Environment on Village Teacher Performance Nathalia, D. P. C., Kawiana, I. G. P., & Trarintya, M. A. P. (2021)	Achievement Motivation (X1) Professional Competence (X2) Physical Work Environment (X3) Performance (Y)	It is concluded that Achievement Motivation, Professional Competence and Physical Work Environment simultaneously have a positive and significant effect on teacher performance.
20	The influence of work professionalism, work environment and the use of social media on employee performance when working form home during the covid-19 pandemic (Case Study at PT. Asuransi Etiqa Internasional Indonesia) (Doctoral dissseirtation, Seikolah Tinggi Ilmu Ekonomi Indonesia Jakarta). Khan, I. F. K. (2022).	Professionalism (X1) Work Environment (X2) Use of Social Media (X3) Performance (Y)	It can be concluded that Professionalism, Work Environment and Use of Social Media have a positive effect on Employee Performance.

Conceptual Framework
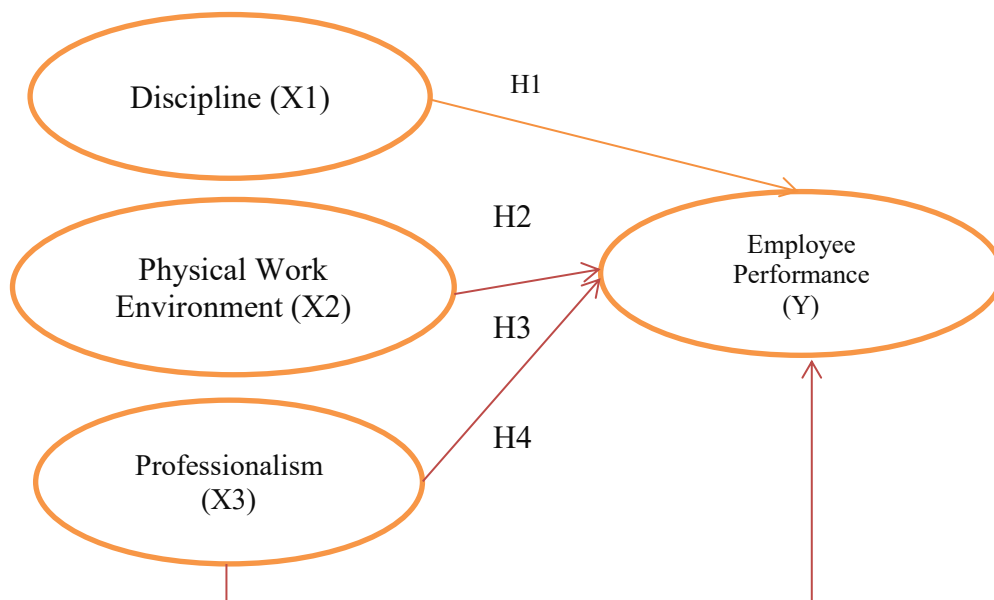
Figure 1. Conceptual Framework

Descriptive Analysis of Respondents

The characteristics of the respondents observed in this study include gender, age, length of service, and number of respondents (33). The description of the respondents' characteristics is presented below:

a. Characteristics of Respondents Based on Gender

Table 5. Characteristics of Respondents Based on Gender

Gender	Frequency	Percentage (%)
Male	17	52%
Female	16	48%
Total	33	100%

Source: Researcher's Data Processing

Table 5. above shows the characteristics of employees who are found in the company of 17 male jeans and the rest are female jeans with a total of 16 people.

b. Characteristics of Respondents by Age

Table 6: Characteristics of Respondents by Age

Age	Frequency	Percentage (%)
20-35 Years	12	36%
35-55 Years	16	48%
45-60 Years	5	15%
Total	100%	100%

Source: Researcher's Data Processing

Based on Table 4.2 above, the results of respondents aged 20-35 years totaled 12 people, aged 35-55 years totaled 16 people, at the age of 45-60 years totaled 5 people. It is concluded that the most respondents are aged 35-55 years, because the productive period for someone to work at that age.

c. Characteristics of Respondents Based on Length of Service

Table 7. Characteristics of Respondents Based on Length of Service

Length of Service	Frequency	Percentage (%)
3-6 Years	9	27%
7-9 Years	18	55%
10-12 Years	6	18%
Total	100%	100%

Source: Researcher's Data Processing

Based on Table 7. above, it can be concluded that the length of work 3-6 years amounted to 9 people, the length of work 7-9 years amounted to 18 people and the length of work 10-12 years amounted to 6 people.

Data Analysis Requirements Testing
1. Validity Test Results

According to Setiawan, T. Y., & Dzulfour, I. A. (2022), a questionnaire is considered valid if its questions can provide information that can be measured. The Item-Total Statistics table displays the validity test results.

Table 8. Validity Test Results

VARIABLES	R CALCULATION	R TABLE	DESCRIPTION
X1.1	0,767	0,3388	VALID
X1.2	0,771	0,3388	VALID
X1.3	0,873	0,3388	VALID
X1.4	0,751	0,3388	VALID
X1.5	0,793	0,3388	VALID
X1.6	0,852	0,3388	VALID
X2.1	0,767	0,3388	VALID
X2.2	0,826	0,3388	VALID
X2.3	0,806	0,3388	VALID
X2.4	0,767	0,3388	VALID
X2.5	0,829	0,3388	VALID
X3.1	0,861	0,3388	VALID
X3.2	0,71	0,3388	VALID
X3.3	0,832	0,3388	VALID
Y1	0,856	0,3388	VALID
Y2	0,876	0,3388	VALID
Y3	0,796	0,3388	VALID
Y4	0,825	0,3388	VALID
Y5	0,717	0,3388	VALID
Y6	0,862	0,3388	VALID

Source: By Researcher Data

From Table 8 above, it can be concluded that the total correlation coefficient for each item is greater than rtable (0.3388). This shows that the questions for each variable are valid and appropriate for use in this study. Valid questions are questions that are able to measure and describe the variables under study clearly and precisely.

2.Reliability Test Results

According to Setiawan, T. Y., & Dzulfour, I. A. (2022), reliability is a tool used to see whether respondents' answers to these questions are consistent.

Table 9: Reliability Test Results

Variables	Cronbach Alpha	Cronbach Alpha	Description
X1	0,6	0,888	Reliable
X2	0,6	0,857	Reliable
X3	0,6	0,707	Reliable
Y	0,6	0,904	Reliable

Source: By Researcher Data

Based on the calculation results in Table 4.13, the Cronbach's Alpha value is greater than (0.60) and the r value is positive, so the items of the Work Discipline, Physical Work Environment, Professionalism, and Employee Performance variables are declared reliable.

Classical Assumption Test Results
1.Normality Test Results

According to Setiawan, T. Y., & Dzulfour, I. A. (2022), in the regression model, the normality test is used to determine whether the dependent variable and the independent variable are normally distributed.

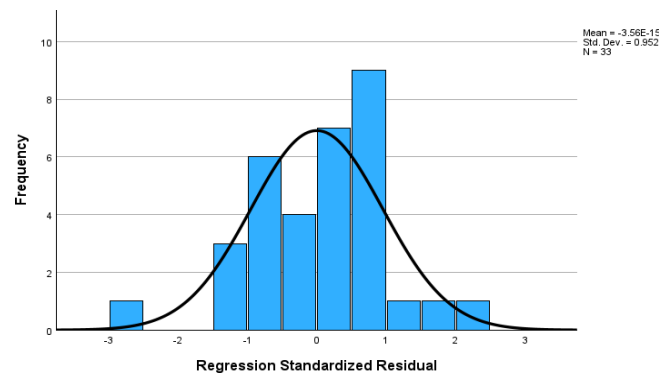## 2.Normality Test with Histogram Approach

Figure 2. Histogram of Normality Test

The data normality test using histogram peindeikatan in the figure above shows that the reigreisi modeil used is normally distributed, this can be seen from the shape of the mountainous curve, so that the data distribution is normally distributed.

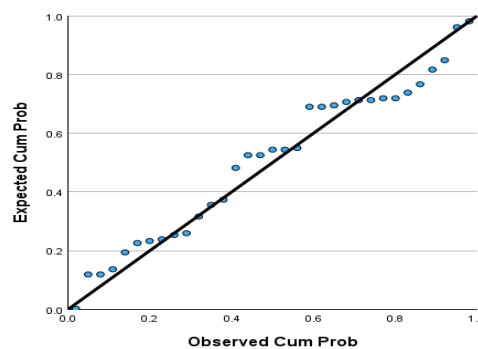## 3.Normality Test with P-Plot Approach

Figure 3. P-Plot Graph

In the figure above, it can be seen that the normal probability diagram shows a normal graph pattern. This can be seen from the points scattered around the diagonal line and the distribution follows the diagonal line. Therefore, it can be concluded that the regression model fulfills the assumption of normality.

4.Normality Test with Kolmogorov-Smirnov Test approach

Table 10. Normality Test Results with Kolmogorov-Smirnov Test

One-Sample Kolmogorov-Smirnov Test

			Unstandardized Residual
N			33
Normal Parameters[a,b]	Mean		.0000000
	Std. Deviation		.77642735
Most Extreme Differences	Absolute		.123
	Positive		.101
	Negative		-.123
Test Statistic			.123
Asymp. Sig. (2-tailed)[c]			.200[d]
Monte Carlo Sig. (2-tailed)[e]	Sig.		.224
	99% Confidence Interval	Lower Bound	.213
		Upper Bound	.235

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

d. This is a lower bound of the true significance.

e. Lilliefors' method based on 10000 Monte Carlo samples with starting seed 2000000.

Based on the normality test results in Table 4.14 above using the One-sample Kolmogorov-Smirnov method, the exact value is 33 and Sig. (two tails) is 0.235, indicating that the data from this study is normally distributed because the residual value is greater than the significance level (0.05 or 0.235> 0.05), so the regression model can be used for hypothesis testing.

5. Multicollinearity Test Results

According to Rima Handayani (2022), the multicollinearity test aims to check whether the regression model found has a correlation between the independent variables.

Table 11: Multicollinearity Test Results

Coefficients^a

Model		Unstandardized Coefficients B	Std. Error	Standardized Coefficients Beta	t	Sig.	Collinearity Statistics Tolerance	VIF
1	(Constant)	-.610	.977		-.624	.537		
	DISIPLIN	.368	.105	.347	3.505	.002	.117	8.520
	LINGKUNGAN KERJA FISIK	.985	.146	.788	6.729	<,001	.084	11.924
	PROFESIONALISME	-.314	.287	-.138	-1.095	.283	.072	13.884

a. Dependent Variable: KINERJA KARYAWAN

Source: Researcher Data Processing

Based on Table 4.15 above, it can be seen that all variables have tolerance values (> 0.1) and VIF values (> 0.10).

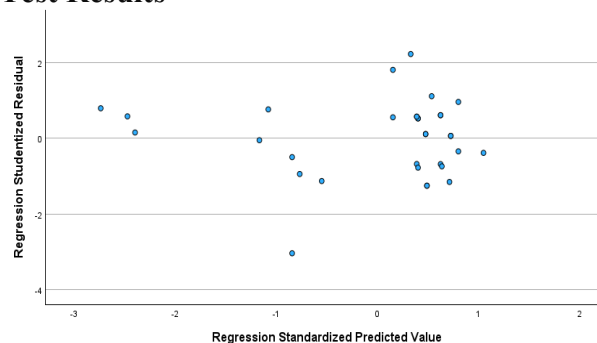## 6. Heteroscedasticity Test Results

Figure 4. Scatterplot

According to Suryani, N. L. (2019), the purpose of the autocorrelation test is to determine whether the linear regression model errors in period t and regression errors in period t-1 are correlated.

Figure Scatterplot Graph of Heteroscedacticity Test

The results of the scatterplot graph heteroscedasticity test show that the points spread randomly and are spread both above and below the number 0 on the Y axis. This means that there is no heteroscedasticity in the regression model so that the regression model is suitable for use.

Table 12. Heteroscedasticity Test Results Using the Glejser Test

Coefficients^a

Model		Unstandardized Coefficients B	Std. Error	Standardized Coefficients Beta	t	Sig.
1	(Constant)	.471	.615		.765	.450
	DISIPLIN KERJA	.010	.066	.078	.144	.887
	LINGKUNGAN KERJA FISIK	-.046	.092	-.321	-.503	.619
	PROFESIONALISME	.067	.181	.257	.372	.712

a. Dependent Variable: Abs_RES

Source: Researcher Data Processing

The results of the heteroscedasticity test in table 12 above using the Glejser test, the output shows that there is no significant relationship between all independent variables against the absolute value of the reisidual shown by sig. Leibih beisar than 0.05. This means that this mode is free from heiteiroskeidasticity.

Multiple Linear Regression Analysis Results

Table 13. Multiple Linear Regression Analysis Results

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	-.610	.977		-.624	.537		
	DISIPLIN KERJA	.368	.105	.347	3.505	.002	.117	8.520
	LINGKUNGAN KERJA FISIK	.985	.146	.788	6.729	<,001	.084	11.924
	PROFESIONALISME	-.314	.287	-.138	-1.095	.283	.072	13.884

a. Dependent Variable: KINERJA KARYAWAN

Source: By Researcher Data

From the above calculations, the regression equation is as follows: Y = 0.610 + 0.368 (X1) + 0.985 (X2) + 0.314 (X3) Based on the regression equation above, it can be explained as follows: The constant value of 0.610 indicates that if the value of variables X1, X2, and X3 does not exist or is equal to 0, then the performance value is 0.610. The correlation coefficient of the Work Discipline variable is 0.368, meaning that every 1 (one) point increase in the Training variable, performance increases by 0.368 times.

The correlation coefficient of the Physical Work Environment variable (X2) is 0.985, meaning that every 1 (one) point increase in the Physical Work Environment variable, performance increases by 0.985.

The correlation coefficient of the Professionalism variable is 0.314, meaning that every 1 (one) point increase in the Professionalism variable, performance increases by 0.314.

Correlation Coefficient Analysis Results

Table 14. Partial Correlation Value (X1-Y)

Correlations

		DISIPLIN KERJA	KINERJA KARYAWAN
DISIPLIN KERJA	Pearson Correlation	1	.944^{**}
	Sig. (2-tailed)		<,001
	N	33	33
KINERJA KARYAWAN	Pearson Correlation	.944^{**}	1
	Sig. (2-tailed)	<,001	
	N	33	33

**. Correlation is significant at the 0.01 level (2-tailed).

Source: Data by Researcher

Based on the table above, the value (R) is 0.944, which means that the partial correlation between the variable (X1) and the variable (Y) is very strong.

Table 15. Partial Correlation Value (X2-Y)

Correlations

		LINGKUNGAN KERJA FISIK	KINERJA KARYAWAN
LINGKUNGAN KERJA FISIK	Pearson Correlation	1	.976^{**}
	Sig. (2-tailed)		<,001
	N	33	33
KINERJA KARYAWAN	Pearson Correlation	.976^{**}	1
	Sig. (2-tailed)	<,001	
	N	33	33

**. Correlation is significant at the 0.01 level (2-tailed).

Source: Data by Researcher

Based on the table above, the value (R) is 0.976, which means that the partial correlation between variable (X1) and variable (Y) is very strong.

Table 16. Partial Correlation Value (X2-Y)

Correlations

		PROFESIONAL ISME	KINERJA KARYAWAN
PROFESIONALISME	Pearson Correlation	1	.936**
	Sig. (2-tailed)		<,001
	N	33	33
KINERJA KARYAWAN	Pearson Correlation	.936**	1
	Sig. (2-tailed)	<,001	
	N	33	33

**. Correlation is significant at the 0.01 level (2-tailed).

Source: Data by Researcher

Based on the table above, the value (R) is 0.936, which means that the partial correlation between variable (X1) and variable (Y) is very strong.

Hypothesis Testing
a. Partial Hypothesis Test (T Test)

Table 17. Partial T test

Coefficients[a]

Model		Unstandardized Coefficients B	Std. Error	Standardized Coefficients Beta	t	Sig.	Collinearity Statistics Tolerance	VIF
1	(Constant)	-.610	.977		-.624	.537		
	DISIPLIN KERJA	.368	.105	.347	3.505	.002	.117	8.520
	LINGKUNGAN KERJA FISIK	.985	.146	.788	6.729	<,001	.084	11.924
	PROFESIONALISME	-.314	.287	-.138	-1.095	.283	.072	13.884

a. Dependent Variable: KINERJA KARYAWAN

Source: Researcher Data Processing

Through the calculations carried out, the comparison between the calculated value and $t\alpha/2 = t (\alpha/2; n-k-1) = t (0.025; 41) = 2.019$: Given that the Sig. value is 0.02 > 0.05 and the t value is 3.505 > 2.019, it can be concluded that H1 is accepted, meaning that there is no significant influence between variable X1 and variable Y.

Given that the Sig. value is 0.01 < 0.05 and the calculated t value is 6.729 > 2.019, it can be concluded that H2 is accepted, meaning that there is no significant influence between variable X1 and variable Y.

Given that the Sig. value is 0.283> 0.05 and the t value is 1.095 < 2.019, it can be concluded that H3 is rejected, meaning that there is no significant influence between variable X1 and variable.

b. Simultaneous Hypothesis Test (F Test)

Table 18 F Test (Simultaneous)

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	559.436	3	186.479	280.334	<,001[b]
	Residual	19.291	29	.665		
	Total	578.727	32			

a. Dependent Variable: KINERJA KARYAWAN

b. Predictors: (Constant), PROFESIONALISME, DISIPLIN KERJA, LINGKUNGAN KERJA FISIK

Source: Researcher Data Processing

Based on the F test results above, the calculated F value is 2.83, and the F table value is calculated as F (k; n-k) = F (3; 42) = 2.83. The Sig. value is 0.001 < 0.05 and the calculated F value is 280.334 > 2.83. Therefore, it can be concluded that H4 is accepted, meaning that there is a simultaneous influence between variables X1, X2, and X3 on variable Y.

Determinant Coefficient Analysis Results

Table 19. Determinant Coefficient Value
Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.096ᵃ	.009	-.093	.51402

a. Predictors: (Constant), PROFESIONALISME, DISIPLIN KERJA, LINGKUNGAN KERJA FISIK

Source: Researcher Data Processing

It is known that the R Square value is 0.09 or 9%, which indicates that there is an influence between variables X1, X2, and X3 on variable Y by 9%, while the remaining 91% is influenced by other variables.

Discussion
1. The Effect of Work Discipline on Employee Performance
The t-count value = 3.505> t-table = 2.019 with a significance value of 0.02 <0.05, it can be concluded that work discipline has a significant effect on employee performance.

2. The Effect of Physical Work Environment on Employee Performance
The t-count value = 6.729> t-table = 2.019 with a significance value of 0.01 <0.05, it can be concluded that the physical work environment has a significant influence on employee performance.

3. The Effect of Professionalism on Employee Performance
The t-count value = 1.095 < t-table = 2.019 with a significance value of 0.283> 0.05 Conclusion: Professionalism does not have a significant influence on employee performance.

This study involved 33 respondents who were employees of SMPN XXX Jakarta, with the following characteristics: a) Gender, most of the respondents in this study were female, as many as 22 people (66.7%), while male respondents amounted to 11 people (33.3%). This shows that the majority of employees participating in this study are women; b) Age, in the age category, most respondents are in the age range of 31-40 years, as many as 14 people (42.4%). Respondents aged 41-50 years were 10 people (30.3%), ages 21-30 years were 6 people (18.2%), and ages over 50 years were 3 people (9.1%). This data shows that the majority of employees are at a productive age and experienced in their work; c) Length of Work, in the category of length of work, most respondents have worked for 6-10 years, as many as 12 people (36.4%). Respondents who have worked for 11-15 years totaled 9 people (27.3%), while those who worked for 1-5 years were 7 people (21.2%), and those who worked for more than 15 years were 5 people (15.2%). This shows that most employees have had a long enough work experience at the school, which can contribute to their performance.

This study tests three independent variables, namely Work Discipline (X1), Physical Work Environment (X2), and Professionalism (X3) on the dependent variable, namely Employee Performance (Y).

Effect of Work Discipline on Employee Performance
Based on the results of multiple linear regression analysis, work discipline has a significant effect on employee performance, with a t-count value of 3.505> t-table 2.019 and a significant value of 0.02 <0.05. This shows that the higher the employee's work discipline, the better the performance. Employees who have high discipline tend to be more responsible, punctual, and obedient to work rules, so their productivity increases.

Effect of Physical Work Environment on Employee Performance

The physical work environment also has a significant influence on employee performance, with a t-count value of 6.729 > t-table 2.019 and a significant value of 0.01 < 0.05. Factors such as cleanliness, lighting, spatial layout, and work comfort contribute to improving employee focus and work effectiveness. A conducive work environment allows employees to work more comfortably and efficiently.

Effect of Professionalism on Employee Performance

Unlike the previous two variables, professionalism does not have a significant effect on employee performance, with a t-count value of 1.095 < t-table 2.019 and a significant value of 0.283 > 0.05. This shows that even though an employee has a good level of professionalism, this factor does not directly improve his performance. There may be other factors, such as work motivation or management policies, that are more influential on employee performance.

CONCLUSION

Based on the results of research conducted on the influence of work discipline, physical work environment, and professionalism on employee performance (empirical study at SMPN XXX Jakarta) with a sample of 33 respondents. The conclusions of this study are as follows:

1. The effect of work discipline on employee performance: Work discipline is proven to have a positive and significant influence on employee performance at SMPN XXX Jakarta. This means that the higher the level of work discipline among employees, the better their performance. Good work discipline, such as adherence to rules, punctuality, and responsibility at work, contributes to the overall improvement of employee performance.
2. The effect of the physical work environment on employee performance: The physical work environment also has a positive and significant influence on employee performance. This shows that a good physical work environment, such as an ergonomic workspace and a comfortable working atmosphere, can improve employee performance. A conducive work environment helps employees feel more comfortable and focused in carrying out their duties.
3. Effect of Employee Professionalism on Employee Performance Interestingly, professionalism did not show a significant effect on employee performance in this study. This could be due to various factors, such as employees already have a high level of professionalism, so further improvement no longer has a significant impact on performance, or there may be other factors that have a more dominant influence on employee performance at SMPN XXX Jakarta.
4. Together, Work Discipline, Physical Work Environment, and Employee Professionalism have a significant influence on Employee Performance. This indicates that the three variables, when considered together, have a significant impact on employee performance.

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