

## The Effect of Work Discipline and Work Environment on Employee Performance of PT. Sutra Tour Hidayah

Hendra Suwardana<sup>1</sup>

Muhammad Yusuf<sup>2</sup>

Sukaris<sup>3</sup>

<sup>1</sup>Industrial Engineering, PGRI Ronggolawe University, East Java, Indonesia

<sup>2</sup>Economic Education, PGRI Ronggolawe University, East Java, Indonesia

<sup>3</sup>Management Study Program, Universitas Muhammadiyah Gresik, East Java, Indonesia

<sup>1</sup>Email:suwardanahendra@gmail.com,<sup>2</sup>ucupabubakar@gmail.com,<sup>3</sup>sukaris21@umg.ac.id

### ABSTRAK

Penelitian ini bertujuan untuk menyelidiki pengaruh disiplin kerja dan lingkungan kerja terhadap kinerja karyawan di PT. Sutra Tour Hidayah, yang terletak di Desa Banjarwati, Kecamatan Paciran, Kabupaten Lamongan. Dengan menggunakan analisis korelasi di samping metode kuantitatif, penelitian ini menggunakan metode pengambilan sampel jenuh, yang mencakup total 30 partisipan. Pengumpulan data dilakukan melalui penyebaran kuesioner yang telah melalui uji reliabilitas dan validitas secara menyeluruh. Analisis data dilakukan menggunakan analisis regresi berganda dengan perangkat lunak SPSS (versi 26). Temuan dari analisis menegaskan bahwa data tersebut valid dan reliabel sebagaimana ditentukan oleh penilaian reliabilitas dan validitas. Pengujian hipotesis klasik selanjutnya mengungkapkan bahwa data menunjukkan distribusi normal, tanpa bukti multikolinearitas atau heteroskedastisitas. Uji hipotesis memperlihatkan bahwa "variabel disiplin kerja ( $X_1$ ) berpengaruh positif terhadap kinerja karyawan ( $Y$ ), meskipun nilai signifikansinya sebesar 0,799 melebihi batas ketentuan 0,05 sehingga pengaruh tersebut tidak signifikan". Sebaliknya, "variabel lingkungan kerja ( $X_2$ ) terbukti memiliki pengaruh positif yang signifikan terhadap kinerja karyawan ( $Y$ ), ditunjukkan dengan nilai signifikansi 0,000 yang berada di bawah ambang 0,05. Secara simultan, disiplin kerja dan lingkungan kerja bersama-sama berkontribusi signifikan terhadap kinerja karyawan, tercermin dari nilai signifikansi 0,000 yang juga lebih kecil dari 0,05. Sementara itu, hasil uji koefisien determinasi mengindikasikan bahwa variabel bebas mampu menjelaskan 26,4% variasi dari variabel terikat".

**Kata Kunci:** lingkungan kerja, disiplin kerja, kinerja karyawan

### ABSTRACT

This study aims to investigate the influence of work discipline and work environment on employee performance at PT. Sutra Tour Hidayah, located in Banjarwati Village, Paciran District, Lamongan Regency. Using correlation analysis alongside quantitative methods, this study employed a saturated sampling method, which included a total of 30 participants. Data collection was conducted through the distribution of questionnaires that had undergone thorough reliability and validity testing. Data analysis was conducted using multiple regression analysis with SPSS software (version 26). The findings from the analysis confirmed that the data were valid and reliable as determined by the reliability and validity assessments. Further classical hypothesis testing revealed that the data exhibited a normal distribution, with no evidence of multicollinearity, and heteroscedasticity. The hypothesis test shows that "the work discipline variable ( $X_1$ ) has a positive effect on employee performance ( $Y$ ), although the significance value of 0.799 exceeds the 0.05 threshold so that the effect is not significant." Conversely, "the work environment variable ( $X_2$ ) is proven to have a significant positive effect on employee performance ( $Y$ ), indicated by a significance value of 0.000 which is below the 0.05 threshold. Simultaneously, work discipline and the work environment together contribute significantly to employee performance, reflected in the significance value of 0.000 which is also smaller than 0.05. Meanwhile, the results of the coefficient of determination test indicate that the independent variable is able to explain 26.4% of the variation in the dependent variable."

**Keywords:** work environment, work discipline, employee performance

## **INTRODUCTION**

High-quality human resources are essential in today's era of globalization, given that the industrial sector relies heavily on the competence and quality of its workforce. Compared to other industries, employee quality remains high. Individuals working within an organization can be considered the primary asset with the most significant value for the organization's sustainability and growth. Therefore, they need careful training and development to optimally contribute to the company's progress. Every company needs a strong commitment to developing the quality of its human resources through various management strategies, thereby maintaining and enhancing competitiveness in a constantly changing business environment. While wealth is not the sole determinant of an industry's performance, human resources are one indicator of its success. As an industry evolves, its performance will fluctuate, reflecting the performance of its employees (Parinsi & Musa, 2023).

PT. Sutra Tour Hidayah was founded in 2014 as a company focused on Umrah and Hajj Plus pilgrimage travel services. Established in Jepara, Central Java, Sutra Tour has over time opened several branch offices in other areas, such as Lamongan, Gresik, Rembang, and Batam. Its head office is located in Banjarwati Village, Paciran District, Lamongan Regency, East Java Province 62264.

Having a workforce with adequate skills is key to realizing a company's vision, mission, and goals, as it plays a significant role in determining the organization's overall success. In relation to performance, one important aspect that has a significant impact is the level of employee work discipline. Work discipline is an attitude based on the awareness to comply with and follow established regulations. These regulations must be implemented seriously, because failure to do so will result in sanctions (Firdausi, 2020). According to Rivai (Agustriani et al., 2022), "work discipline is a tool used by managers to communicate with

employees, encourage them to change their behavior, and strive to increase employee awareness and willingness to comply with company regulations and applicable social norms."

On the other hand, work environment issues in companies include physical conditions that are actually quite adequate, but still have shortcomings, such as the tendency of some employees to chat frequently during work hours. When chatting is more frequent than focusing on tasks, this can hinder the work process and impact the timeliness of task completion. The work environment is a significant factor influencing the quality of employee performance in achieving organizational goals (Shihab et al., 2022).

Work environment factors play a significant role in shaping employee job satisfaction. A conducive, safe, and enjoyable work environment can create a sense of comfort and calm for individuals, ultimately leading to increased morale and overall job satisfaction (Rulianti & Nur Pribadi, 2023). A comfortable and supportive work environment plays a crucial role in helping employees complete their tasks more optimally and efficiently, making them feel more motivated, and positively impacting their performance. Optimal employee performance is a primary requirement for companies, as only by achieving maximum performance can predetermined targets be realized effectively and efficiently.

Research by Ferawati in (Fitriani et al., 2024) entitled "The Influence of Work Environment and Work Discipline on Employee Performance" found a positive correlation between the two, and this relationship occurred simultaneously and had a positive impact on employee performance at PT Cahaya Indo Persada.

Based on these various reasons related to a number of variables that can affect employee performance, this study aims to "examine the extent to which work discipline and work environment conditions impact employee

performance." It is hoped that the results of this study can serve as a reference for organizations in their efforts to strengthen discipline and build a comfortable and supportive work environment, in order to encourage the achievement of more optimal employee performance.

**METHODS**

This study was conducted using a quantitative research approach. Quantitative research refers to a research approach that utilizes statistical data to analyze a specific population or sample to evaluate a predetermined hypothesis (Study et al., n.d.) because it relies on numerical data and follows scientific principles that are concrete, rational, objective, measurable, and systematically structured. This study uses a correlational approach. As stated by (Hasbi et al., 2023), the purpose of quantitative correlational research is to explore the extent to which changes in one variable are related to changes in one or more other variables, as determined by the correlation coefficient. Furthermore, this study uses correlational methodology to test and assess the relationships between the variables studied.

“This research was conducted at PT. Sutra Tour Hidayah, located on Jl. Raya Sukodadi Banjarwati, Banjarwati Village, Paciran District, Lamongan Regency, East Java 62264. According to Sugiyono (2014), population is defined as a generalization area consisting of objects or subjects with certain characteristics and qualities that researchers determine to be studied and then conclusions drawn. In the context of this research, the population in question is all employees of PT. Sutra Tour Hidayah with a total of 30 people. Arikunto (2017) shows that a sample represents part of

the attributes and quantities of a larger population. Furthermore, Arikunto, as quoted by Susanto et al., (2022) shows that when the number of subjects is less than 100, the entire population is used as a research sample”. For sampling in this study, the researcher used a saturated sampling technique. According to Sugiyono in (Wanta et al., 2022). "Saturated sampling is a sampling technique that uses all members of a population as samples. Therefore, this study uses a saturated sampling method because the population studied is relatively small, namely only 30 people."

The methods used in data collection include observation activities, documentation searches, and questionnaire distribution. Observations relevant to this research were conducted at PT. Sutra Tour Hidayah with the aim of gathering information regarding the general overview of operations and interactions between leaders and employees. Documentation was used to collect information and then verify it. The questionnaire utilized a Likert scale with five categories to measure attitudes and opinions. After the data was collected, it was tested using SPSS version 26, including classical assumption tests, multiple regression analysis, and hypothesis testing.

**RESULTS AND DISCUSSION**

**Validity Test**

According to Sugiyono (in Ikhlas & Alfian, 2023), a validity test is a calculation designed to ensure that the measured variables accurately reflect the actual variables. Simply put, a validity test serves as a tool to evaluate the level of validity of each item in a questionnaire.

Table 1. Instrument Validity Test Results

Variables	Question	R-value	R Table	Information
Work Discipline (X1)	1	0.732	0.361	Valid
	2	0.813	0.361	Valid

Variables	Question	R-value	R Table	Information
	3	0.825	0.361	Valid
	4	0.745	0.361	Valid
	5	0.635	0.361	Valid
	6	0.844	0.361	Valid
	7	0.695	0.361	Valid
	8	0.709	0.361	Valid
	9	0.764	0.361	Valid
	10	0.735	0.361	Valid
	11	0.755	0.361	Valid
	12	0.760	0.361	Valid
<b>Work Environment (X2)</b>	13	0.689	0.361	Valid
	14	0.802	0.361	Valid
	15	0.757	0.361	Valid
	16	0.899	0.361	Valid
	17	0.796	0.361	Valid
	18	0.763	0.361	Valid
	19	0.841	0.361	Valid
	20	0.733	0.361	Valid
	21	0.726	0.361	Valid
	22	0.711	0.361	Valid
<b>Employee Performance (Y)</b>	23	0.813	0.361	Valid
	24	0.781	0.361	Valid
	25	0.728	0.361	Valid
	26	0.885	0.361	Valid
	27	0.841	0.361	Valid
	28	0.841	0.361	Valid
	29	0.798	0.361	Valid
	30	0.838	0.361	Valid

source: data processed by researchers

Based on the information in Table 1, the results of the validity assessment show that "every question related to each variable is considered valid, because the calculated r value is greater than the table r of 0.361. Therefore, it can be concluded that all question items are declared valid and are able to measure with an adequate level of precision and accuracy."

**Reliability Test**

According to Ghozali (in Hendra, 2022), reliability is a test used to measure the

consistency of a research variable. A variable is considered reliable when respondents provide consistent responses to each statement across various conditions. In this study, instrument reliability was assessed using the Cronbach's alpha coefficient.

Table 2. Reliability Test Results

Variables	Cronbach's value Alpha	N of Items	Information
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Variables	Cronbach's value Alpha	N of Items	Information
Work Discipline (X1)	0,927	12	Reliable
Work Environment (X2)	0,923	10	Reliable
Employee Performance (Y)	0,925	8	Reliable

source: data processed by researchers

According to the information presented in Table 2, the reliability test results indicate that "all variables analyzed in this study were proven to have a good level of reliability. In accordance with ugiyono's opinion" (in Fiona, 2021), reliability testing is conducted after all

items are declared valid through validity testing. A variable is considered reliable if the Cronbach's Alpha value obtained is greater than 0.60.

**Classical Assumption Test**

a. Normality Test

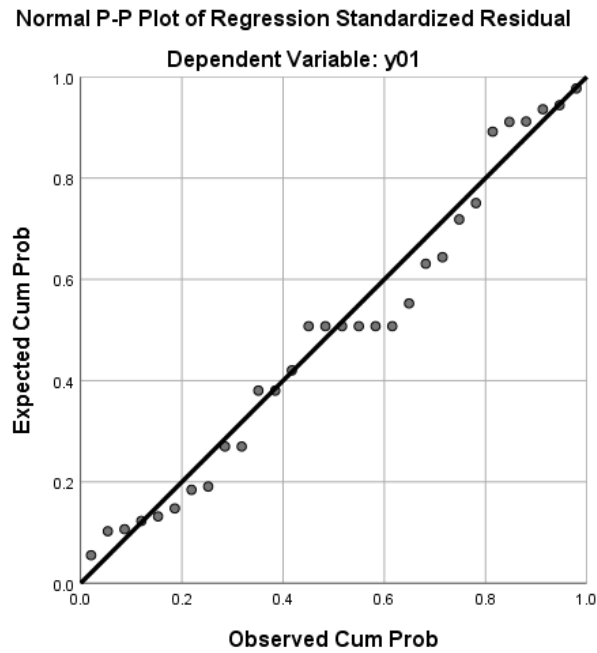
To state whether the distribution of the data tested through the residual value is normal or not, the normality test aims to test whether in the regression model the confounding or residual variables have a normal distribution (Permana et al., 2023), if the significant probability is more than 0.05, then it can be proven that the data tested is considered to be normally distributed”.

Table 3. Normality Test Results

One-Sample Kolmogorov-Smirnov Test		
		Unstandardized Residual
N		30
Normal Parameters <sup>a,b</sup>	Mean	.0000000
	Std. Deviation	1.41865936
Most Extreme Differences	Absolute	.126
	Positive	.126
	Negative	-.100
Test Statistic		.126
Asymp. Sig. (2-tailed)		.200 <sup>c,d</sup>
a. Test distribution is Normal.		
b. Calculated from data.		
c. Lilliefors Significance Correction.		
d. This is a lower bound of the true significance.		

source: data processed by researchers

Referring to the data listed in Table 3, the test results show an Asymp significance value of 0.200. This value exceeds the 0.05 threshold, thus concluding that the data are normally distributed. This conclusion is also supported by the graph and histogram display in the Normal P-P Plot:

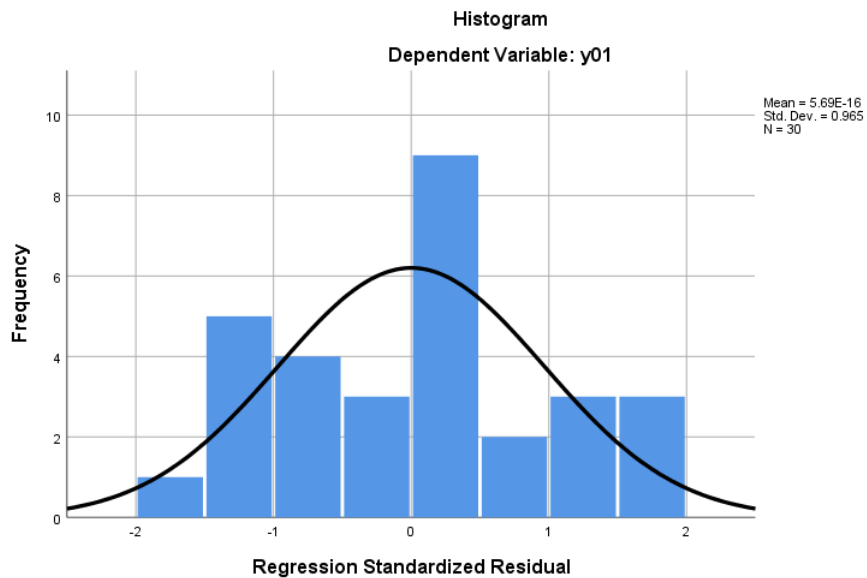


source: data processed by researchers

Figure 1. Grafik Normal P-P Plot Of Regression Standardized Residual

According to Figure 1, the data appears aligned along the diagonal path, which confirms that the regression model used in

this study has met the normality assumption.



source: data processed by researchers

Figure 2. Histogram

Based on the graph illustrated in Figure 2, it is clear that the data pattern exhibits no skew

to the left or right. Therefore, this observation indicates that the distribution pattern follows a normal distribution.

b. Multicollinearity Test

A multicollinearity test is conducted to "evaluate whether there is a very strong or

even perfect relationship between independent variables in a regression analysis. A high correlation between these variables can be an indication of multicollinearity in the research."

Table 4. Multicollinearity Test Results

		Coefficients <sup>a</sup>				Collinearity Statistics	
Model		Unstandardized Coefficients		Standardized Coefficients		Tol.	VIF
		B	Std. Error	Beta	T		
1	(Constant)	3.261	2.943		1.108	.278	
	Discipline Work	.175	.078	.247	2.245	.033	2.047
	Environment Work	.531	.081	.723	6.561	.000	2.047

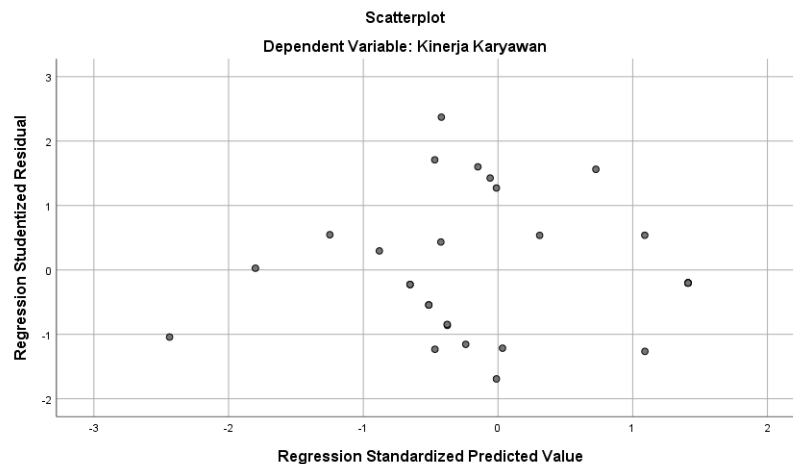
a. Dependent Variable: Employee Performance

source: data processed by researchers

Based on the information in Table 4, the results of the multicollinearity test show that "the VIF for the independent variables of work discipline (X1) and work environment (X2) are each 2.047, still below the critical limit of 10. In addition, the tolerance value is recorded at 0.489, exceeding the minimum criterion of 0.1; thus, there are no signs of multicollinearity problems among these independent variables".

c. Test Heteroscedasticity

The heteroscedasticity test is performed to assess the presence of variability in residual variance across observations. If a specific pattern is identified, where the arrangement of data points exhibits a consistent shape, this indicates the presence of heteroscedasticity. However, if the distribution of data points is random or unclear, there is no problem. heteroscedasticity on this data.



source: data processed by researchers

Figure 3. Scatterplot Graph

Based on the information presented in Figure 3, this shows that the data points are evenly distributed, which indicates the absence of heteroscedasticity symptoms in this study.

**Multiple Regression Analysis**

Multiple regression analysis is used to measure the extent to which independent variables influence the dependent variable.

Table 5. Multiple Regression Analysis

		Coefficients <sup>a</sup>				
		Unstandardized Coefficients		Standardized Coefficients		
Model		B	Std. Error	Beta	t	Sign
1	(Constant)	3.261	2.943		1.108	.278
	Work Discipline	.175	.078	.247	2.245	.033
	Work environment	.531	.081	.723	6.561	.000

a. Dependent Variable: Employee Performance

source: data processed by researchers

Based on the data given in Table 5, the regression equation can be expressed as “ $Y = a + b_1X_1 + b_2X_2$ ”, namely  $Y = 9.400 + 0.021X_1 + 0.361X_2$ ”. The meaning of this equation is in the following way:

- a. The constant value (a) of 3.261 indicates that if there is no influence from the independent variables, especially work discipline ( $X_1$ ) and work environment ( $X_2$ ), then the expected employee performance score is estimated to be 3.261
- b. The coefficient  $b_1$ , with a value of 0.175, indicates a positive influence of the work discipline variable ( $X_1$ ) on employee performance. This implies that as the level of work discipline increases, employee performance also increases

- c. The  $b_2$  coefficient, which is 0.531, indicates that the work environment variable ( $X_2$ ) has a positive influence on employee performance. Therefore, improving or enhancing the quality of the work environment will likely lead to improved employee performance

**Hypothesis Testing**

- a. Uji T  
The t-test was conducted to assess the influence of each independent variable, particularly work discipline and work environment, on the dependent variable, namely employee performance.

Table 6. T-Test Results

		Coefficients <sup>a</sup>				
		Unstandardized Coefficients		Standardized Coefficients		
Model		B	Std. Error	Beta	t	Sign
1	(Constant)	3.261	2.943		1.108	.278
	Work Discipline	.175	.078	.247	2.245	.033
	Work environment	.531	.081	.723	6.561	.000

a. Dependent Variable: Employee Performance

source: data processed by researchers

Referring to Table 6, “the t-test results show that the work discipline variable has a t-value of 2.245, higher than the t-table of 2.052, with a significance value of 0.033 which is below the 0.05 limit. This finding confirms that work discipline has a significant influence on the dependent variable. On the other hand, the work environment variable shows a t-value of 6.561, which also exceeds the t-table value

of 2.052, with a significance value of 0.000, which is also smaller than 0.05. Thus, it can be concluded that the work environment also has a significant influence on the dependent variable.”

- b. Uji F  
Analysis using the F test was carried out to assess the joint influence of work discipline and work environment variables on employee performance simultaneously.

Table 7. F Test Results

ANOVA <sup>a</sup>						
Mode		Sum of Squares	Df	Mean Square	F	Say.
1	Regression	430.565	2	215.283	70.770	.000 <sup>b</sup>
	Residual	82.135	27	3.042		
	Total	512.700	29			

a. Dependent Variable: Employee Performance

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

source: data processed by researchers

Based on the data in Table 7, the results of the simultaneous test (F) show a significance value of 0.000, less than the critical limit of 0.05. In addition, the calculated F is recorded at 7.770, exceeding the F table of 3.35, which indicates that there is a significant influence

from the combination of the two independent variables on the dependent variable.

- c. Coefficient of Determination Test  
The coefficient of determination is used to assess the extent to which the independent variable explains the observed fluctuations in the dependent variable.

Table 8. Results of the Determination Coefficient Test

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.916 <sup>a</sup>	.840	.828	1.74414

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

source: data processed by researchers

Based on the information in Table 8, the results of the coefficient of determination test show an R<sup>2</sup> value of 0.840, or 84%. This figure indicates that the work discipline and work environment variables together explain 84% of the variation in employee performance, while the

remainder is influenced by other factors outside the scope of this study.

**CONCLUSION**

The partial test results for the work discipline variable show “a significance value of 0.033, lower than the threshold of 0.05, and a calculated t value of 2.245 which exceeds the t

table of 2.052. Thus, H<sub>0</sub> is rejected and H<sub>a</sub> is accepted, which means that work discipline has a partial significant influence on employee performance at PT Sutra Tour Hidayah, Banjarwati Village, Paciran District, Lamongan Regency". Meanwhile, "the partial test for the work environment variable shows a significance value of 0.000, below the 0.05 limit, with a calculated t of 6.561 which also exceeds the t table of 2.052. This result results in the rejection of H<sub>0</sub> and acceptance of H<sub>a</sub>, confirming that the work environment has a partial significant influence on employee performance at PT Sutra Tour Hidayah, Banjarwati Village, Paciran District, Lamongan Regency." Third, the results of the simultaneous test show that "the significance value of 0.000 is smaller than 0.05 and the F-count value of 7.770 is greater than the F-table of 3.35. Thus, H<sub>0</sub> is rejected and H<sub>a</sub> is accepted, which means that work discipline and work environment simultaneously have a positive and significant effect on employee performance at PT Sutra Tour Hidayah, Banjarwati Village, Paciran District, Lamongan Regency. Based on the results of the analysis using SPSS, "the work environment variable has a t-value of 6.561, higher than work discipline which was recorded at 2.245. This indicates that the work environment has the most significant influence on employee performance. This finding confirms the importance of the role of both variables, work discipline and work environment, in improving employee performance at PT Sutra Tour Hidayah, Banjarwati Village, Paciran District, Lamongan Regency."

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