The Impact of Work Environment and Work Discipline on The Performance of Production Section Employees at PT Kaneta Indonesia Karawang District

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A B S T R A C T
Work discipline plays a big role in improving employee performance, where a bad work environment will prevent employees from carrying out their duties and responsibilities. This research was conducted on employees of the production department of PT Kaneta Indonesia, Karawang Regency. The aim of this research is to find out how much the work environment and work discipline contribute to the performance, both partially and simultaneously, of employees in the company's production department. Both descriptive and associative research methods are employed, where the part of this research that is part of the analysis are individuals, namely employees in the production department of PT Kaneta Indonesia, Karawang Regency, using a saturated sample where the population chosen as the sample is 105 respondents in the production department. The validity and reliability of the research instruments are tested as part of the analysis method, which also employs multiple linear regression analysis. The results of the study show that performance is partially and simultaneously impactd by exogenous variables (work environment and work discipline) as well as endogenous variables. The impact of the work environment and work discipline on performance is 72%, while 18% is impactd by other variables

INTRODUCTION

The automotive industry is one of the largest industries in Indonesia and is growing very rapidly. The development of this industry is very good and promising every year, so that this industry has become one of the trusted industries that makes a big contribution to the Indonesian economy.

Indonesian industry is facing increasingly rapid digital economic development, and the government is committed to advancing national industry by launching the "Making Indonesia 4.0" roadmap. The automotive industry is one of the priority industries in the "Making Indonesia 4.0" plan. The Indonesian automotive industry continues to be encouraged to use Industry 4.0 technology to support production processes to make them more efficient and competitive. Companies in the automotive industry that are undergoing technological transformation towards Industry 4.0 need human resources who are able to adapt to the latest technology to strengthen the country's automotive industry.

Currently, the strength of the national automotive industry is supported by 23 companies that produce four-wheeled or more motorized vehicles, with a total production capacity of 2.35 million vehicles. The direct workforce absorbed by the national automotive industry has reached 38 thousand people, and the industrial chain, including small and medium businesses in the spare parts industry, has absorbed more than 1.5 million workers (www.kemenperin.go.id, 2023).

Human resources are related to how employees in a company work. Employees must excel both individually and as a group, that's for sure. Company regulations can be used to determine benchmarks for good performance. Employee performance greatly impacts the success of a company in achieving its expected goals. If the goals set can be achieved well, an employee's performance can be considered successful.

Good working environment conditions, which include adequate safety facilities and equipment, cleanliness of the workplace, and higher enthusiasm for each activity, are very important to improve employee performance and increase work productivity.

When there is a positive physical and non-physical work environment, employee performance can be improved, which includes adequate safety facilities and equipment, cleanliness of the workplace, and higher enthusiasm for each activity, which is very important for improving employee performance and increasing work productivity (Sari et al., 2020).

Basically, a major factor in raising employee performance is work discipline. It is expected of workers with strong work ethics to put forth their best effort in order to finish their tasks and deliver the best results for the organization. Workers that exhibit work discipline also frequently take on significant responsibilities and adhere to established protocols on time (Pangarso & Susanti, 2016).

LITERATURE REVIEW
The Impact of the Work Environment on Performence
The work atmosphere can be seen from the environmental conditions around employees which can influence performance. The workplace, tools and equipment, cleanliness, lighting, and quiet are all aspects of the work atmosphere. One of the factors that influences employee performance is harmonious and family relationships. Employees will remain in the same organization if there is a good working relationship. The availability of complete work equipment, even though it is not new, is one of the supporting processes in working (Nitisemito, 2013).

The results of this research are in line with previous research conducted by Muhiban & Kurniawan (2023) entitled "The Influence of Leadership and Work Environment on Employee Performance at CV Padmadata Lestari", stating that there is both partial and simultaneous influence on work environment variables on performance employee.

Based on the research results, it can be concluded that there is a relationship between the work environment and performance. If an organization has a good work environment, its performance will be better.
H1: There is an impact of the work environment on the performance of production employees at PT Kaneta Indonesia, Karawang Regency.
The Impact of the Work Discipline on Performence
Work discipline is a condition where employees are willing to accept and follow various rules, both concretely stated and cultural habits, related to carrying out their duties, authority and responsibilities towards the company. By remembering the importance of human resources, every organization must pay attention to the level of abilities possessed by its employees. To improve the performance of each employee, companies need good employee work discipline (Siswanto, 2017).

The results of this research are in line with previous research conducted by Wau et al (2021) entitled "The Influence of Work Discipline on Employee Performance in the Somambawa Subdistrict Office, South Nias Regency", stating that work discipline has a positive and significant influence on employee performance.

Based on the research results, it can be concluded that there is a relationship between work discipline and performance. If an organization has employees with good work discipline, the employee's performance will be better.
H2: There is an impact of work discipline on the performance of employees in the production section of PT Kaneta Indonesia, Karawang Regency.
The Impact of the Work Environment and Work Discipline on Performance
If an organization has a bad work environment, employee enthusiasm to do their work well will decrease, especially if this is supported by a low level of employee discipline. Low discipline combined with a bad work environment will hinder employees from carrying out the duties and responsibilities given by the organization well. With high discipline and a conducive work environment, employee performance will produce maximum work (Yudiningsih et al., 2016).

The results of this research are in line with previous research conducted by Vernandes et al (2022) entitled "The Influence of the Work Environment and Work Discipline on the Performance of Delivery Employees at PT Pos Indonesia (Persero) in Padang City", stating that the work environment and work discipline are simultaneous or together have a positive and significant effect on employee performance.

Based on the research results, it can be concluded that there is a relationship between the work environment and work discipline on performance. If a company has a good work environment and work discipline, its performance will be stronger.

H3: There is an impact of the work environment and work discipline on the performance of employees in the production department of PT Kaneta Indonesia, Karawang Regency.
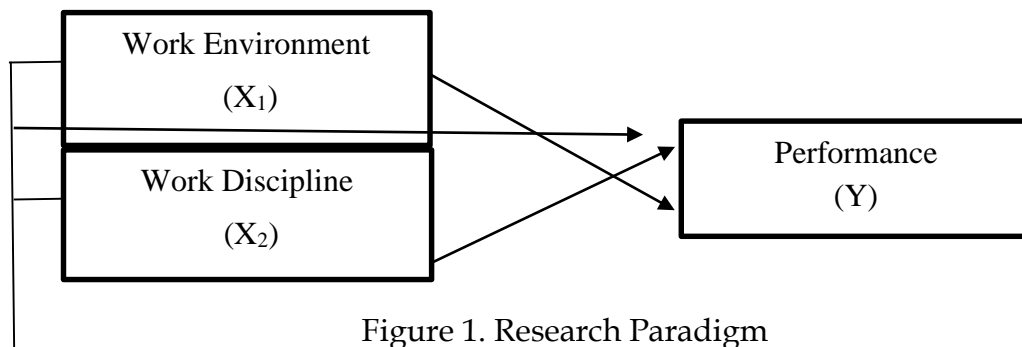
Figure 1. Research Paradigm

METHODOLOGY

Research Design

Descriptive and associative research methods were used in this study.

A. Method of description

Studies using descriptive methods calculate the values of one or more independent variables without comparing them to other variables or establishing any sort of relationship between them (Soedibjo, 2013, p. 7).

B. The method of association

Associativity is a method for illustrating connections between two or more variables (Soedibjo, 2013, p. 7).

This study is cross-sectional, which means it was conducted over a set period of time, such as one day, one week, or one month, in order to find answers to research questions (Soedibjo, 2013, p. 8).

Population and Sampling Technique

Population

According to (Sugiyono, 2017, p. 119), Population is a generalization area consisting of objects or subjects that have certain qualities and characteristics determined by researchers to be studied and then conclusions drawn.

The population of this study consisted of 105 permanent and contract employees of PT Kaneta Indonesia's production department in Karawang Regency.

Sample

According to (Sugiyono, 2017, p. 81), in order to determine how many samples from the entire population need to be processed, the sample's number and characteristics are taken into account.

According to (Sugiyono, 2017, p. 84), nonprobability sampling is the technique used for sampling in this investigation. When using a nonprobability sampling technique, not every element or person in the population has an equal chance of being selected for the sample.. In this study, a saturated sample also known as a census was utilized as a form of nonprobability sampling.

Operational Variables

See the following table on working with variables for further details.

Table 1. Variable Operationalization

Variable	Definition	Dimensios	Indicator	Scale	No. grain
Work Environment	The setting in which workers perform their daily tasks is referred to as the work environment (Siagian, 2014, p. 56).	Physical Work Environment	Sufficient lighting	Ordinal	1
			Availability of clean toilets	Ordinal	2
			Availability of transportation facilities	Ordinal	3
		Non-Physical Work Environment	Relationship with superiors	Ordinal	4
			Relationships between co-workers	Ordinal	5
			Collaboration between employees	Ordinal	6
Work Discipline	Workplace discipline is the conscious decision to follow all applicable social norms and company policies (Hasibuan, 2017, p. 193)	Presence	Arrive on time	Ordinal	1
			Attendance according to regulations	Ordinal	2
		Degree of consciousnes s	thoroughness in work	Ordinal	3
			Caring about maintaining work facilities	Ordinal	4
		respect for the standards of work	Responsibility at work	Ordinal	5
			Work according to your duties	Ordinal	6

Variable	Definition	Dimensios	Indicator	Scale	No. grain
		adherence to workplace laws	Understanding of regulations	Ordinal	7
			Customize work	Ordinal	8
		Work Ethics	Implementation of regulations	Ordinal	9
			Maintain relationships with coworkers	Ordinal	10
Performance	Performance is the quantity and quality of work carried out by an employee (Mangkunegara, 2013, p. 67)	Work Quality	Creativity at work	Ordinal	1
			thoroughness in work	Ordinal	2
			Accuracy in work	Ordinal	3
		Work Quantity	Completion of work	Ordinal	4
			Number of errors	Ordinal	5
			Target achievement	Ordinal	6

Source: Created by Researchers, 2023

RESULTS

Research Result

Work Environment Descriptive Discussion

Below is a description of each indicator's frequency distribution and weighting with respect to the work environment variable, based on research done on 105 respondents through the distribution of questionnaires:

Table 2. Standard Weight Value

Weight Value	Category
105 – 188	Very not good
189 – 272	Not good
273 – 356	Enough
357 – 440	Good
441 – 524	Very good

Source: Data Processed by Researchers, 2023

Table 3. Recapitulation of Work Environment Variable Weights

Statement	Alternative Answers, Frequency and Actual Weight										Actual Weight	Category
	SS (5)		S (4)		C (3)		TS (2)		STS (1)			
	F	B	F	B	F	B	F	B	F	B		
Physical Work Environment												
The lighting in my workplace is quite good	23	115	45	180	32	96	5	10	0	0	401	Good
The availability of clean toilets can increase my comfort at work	15	75	42	168	41	123	6	12	1	1	379	Good
The availability of transportation facilities supports me to arrive on time	19	95	45	180	35	105	6	12	0	0	392	Good
Non-Physical Work Environment												
I provide assistance to colleagues who are having difficulty	22	110	40	160	36	108	7	14	0	0	392	Good
There is a relationship of mutual	25	125	37	148	35	105	2	8	0	0	394	Good

Statement	Alternative Answers, Frequency and Actual Weight										Actual Weight	Category
	SS (5)		S (4)		C (3)		TS (2)		STS (1)			
	F	B	F	B	F	B	F	B	F	B		
respect between my superiors and me in the work environment												
Creating a family relationship between me and my colleagues	23	115	51	204	26	78	5	10	0	0	407	Good
Average Variable Quality of Work Environment											**394,2**	**Good**

Information:
SS=Strongly Agree, S=Agree, C=Enough, TS=Disagree, STS=Strongly Disagree, F=Frequency, B=Weight
Source: Data Processed by Researchers, 2023

It is clear from the above table that there are 6 statements in the work environment variable, with an actual average weight value of 394,2. Because it falls within the interval 357 to 440, this value falls into the good category. The statement "Availability of a clean toilet can increase my comfort at work" has an actual weight value of 379, which is the lowest among the results above. The statement "Creating a family relationship between me and my colleagues" has the highest weight value, measuring in at 407.

Work Discipline Descriptive Discussion

Table 4. Recapitulation of Work Discipline Variable Weights

Statement	Alternative Answers, Frequency and Actual Weight										Actual Weight	Category
	SS (5)		S (4)		C (3)		TS (2)		STS (1)			
	F	B	F	B	F	B	F	B	F	B		
Presence												
I arrived on time according to the established regulations	25	125	34	136	41	123	5	10	0	0	394	Good

Statement	Alternative Answers, Frequency and Actual Weight										Actual Weight	Category
	SS (5)		S (4)		C (3)		TS (2)		STS (1)			
	F	B	F	B	F	B	F	B	F	B		
I am disciplined in maintaining work attendance	23	115	33	132	39	117	10	20	0	0	384	Good
Degree of consciousnes												
I am careful in completing work	26	130	35	140	37	111	7	14	0	0	395	Good
I care about maintaining work facilities	25	125	33	132	38	114	9	18	0	0	389	Good
Respect for the standards of work												
I have a sense of responsibility at work	31	155	41	164	26	78	7	14	0	0	411	Good
I do work according to the tasks given	30	150	29	116	38	114	8	16	0	0	396	Good
Adherence to workplace laws												
I understand the applicable regulations	26	130	38	152	32	96	9	18	0	0	396	Good
I complete my work in accordance with work regulations	36	180	33	132	29	87	7	14	0	0	413	Good
Work Ethics												
I follow the rules well	28	140	36	144	35	105	6	12	0	0	401	Good
I maintain good relationships	28	140	32	128	38	114	7	14	0	0	396	Good

Statement	Alternative Answers, Frequency and Actual Weight										Actual Weight	Category
	SS (5)		S (4)		C (3)		TS (2)		STS (1)			
	F	B	F	B	F	B	F	B	F	B		
with coworkers												
Average Variable Quality of Work Discipline											**397,5**	**Good**

Information :
SS=Strongly Agree, S=Agree, C=Enough, TS=Disagree, STS=Strongly Disagree, F=Frequency, B=Weight
Source: Data Processed by Researchers, 2023

It is clear from the above table that there are 10 statements in the work discipline variable, with an actual average weight value of 397,5. Because it falls within the interval 357 to 440, this value falls into the good category. The statement "I am disciplined in maintaining work attendance" has an actual weight value of 384, which is the lowest among the results above. The statement "I complete my work in accordance with work regulations" has the highest weight value, measuring in at 413.

Performance Descriptive Discussion

Table 5. Recapitulation of Performance Variable Weights

Statement	Alternative Answers, Frequency andActual Weight										Actual Weight	Category
	SS (5)		S (4)		C (3)		TS (2)		STS (1)			
	F	B	F	B	F	B	F	B	F	B		
Work Quality												
I am creative at work	16	80	49	196	36	108	4	8	0	0	392	Good
My accuracy skills are good at work	28	140	40	160	32	96	5	10	0	0	406	Good
I complete work according to work standards	27	135	49	196	25	75	4	8	0	0	414	Good
Work Quantity												
I am able to finish	23	115	43	172	37	111	2	4	0	0	402	Good

Statement	Alternative Answers, Frequency andActual Weight										Actual Weight	Category
	SS (5)		S (4)		C (3)		TS (2)		STS (1)			
	F	B	F	B	F	B	F	B	F	B		
tasks on schedule												
I can reduce the amount of mistakes I make at work	26	130	36	144	36	108	7	14	0	0	396	Good
I work according to the targets set by the company	24	120	45	180	33	99	3	6	0	0	405	Good
Average Variable Quality of Performance											402,5	Good

Information:
SS=Strongly Agree, S=Agree, C=Enough, TS=Disagree, STS=Strongly Disagree, F=Frequency, B=Weight
Source: Data Processed by Researchers, 2023

It is clear from the above table that there are ten statements in the work discipline variable, with an actual average weight value of 402,5. Because it falls within the range of 357 to 440, this value falls into the good category. The statement "I am creative in my work" has an actual weight value of 392, which is the lowest among the results above. The statement "I complete my work according to work standards" has the highest weight value, measuring in at 414.

The Impact of the Work Environment on the Performance of Employees in the Production Department of PT Kaneta Indonesia, Karawang Regency

We used multiple linear regression analysis to test this research. There is one commitment variable, performance, and two independent variables in this study the work environment and work discipline. The following regression output highlights how crucial work environment and supervision are to performance.

Table 6. Multiple Linear Regression Analysis
Coefficientsª

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	4.197	1.183		3.548	.001
	work environment	.480	.088	.495	5.460	.000
	work discipline	.211	.049	.395	4.353	.000

a. Dependent Variable: Performance
Source: SPSS software output results, 2023

The following explanation applies to the regression equation's coefficients based on the analysis results shown in the above table:

β = 4.197
$X1$ = 0.480
$X2$ = 0.211

Thus, the research's multiple linear regression equation is:

$$Y = 4.197 + 0.480\ X1 + 0.211\ X2$$

From this equation, it can be explained as follows:

1. The constant value $\beta 0$ = 4.197 indicates that the performance variable's size is independent of the work environment, or it can be understood to mean that the performance value is 4.197 when the value of the work environment is zero (0) or has not changed.
2. The work environment variable (X1) has a regression coefficient of 0.480, indicating a positive or unidirectional relationship between work environment and performance.

The probability of significance of the work environment (X1) at the 0.000 level yields the impact of the work environment on employee performance. The criteria state that H0 is rejected and H1 is accepted if the significance value is less than 0.05. This indicates that employee performance in the production section of PT Kaneta Indonesia, Karawang Regency, is partially impactd by the work environment. This implies that worker performance will rise with improvements made to the workplace.

The formula Beta x Zero Order x 100% is used to calculate the extent to which work environment variables affect employee performance. Zero order characterizes the partial correlation between each independent variable and the dependent variable, whereas beta is a standardized regression coefficient. The following are the results of obtaining the beta and zero order values using SPSS:

Table 7. Partial Determination Coefficient (r2)

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Correlations		
		B	Std. Error	Beta			Zero-order	Partial	Part
1	(Constant)	4.197	1.183		3.548	.001			
	Work environment	.480	.088	.495	5.460	.000	.817	.476	.286
	Work discipline	.211	.049	.395	4.353	.000	.799	.396	.228

a. Dependent Variable: Performance
Source: Data Processed by SPSS, 2023

The partial impact of each work environment variable (X1) can be calculated using the above table as a guide: 0.495 x 0.817 x 100% = 40.4%. These computations indicate that the work environment variable (X1) has a 40.4% impact.

The Impact of Work Discipline on the Performance of Production Section Employees at PT Kaneta Indonesia Karawang District

You can view the regression output below to determine how much work discipline affects employee performance:

Table 8. Multiple Linear Regression Analysis

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	4.197	1.183		3.548	.001
	work environment	.480	.088	.495	5.460	.000
	work discipline	.211	.049	.395	4.353	.000

a. Dependent Variable: Performance
Source: SPSS software output results, 2023

The following explanation applies to the regression equation's coefficients based on the analysis results shown in the above table:

β = 4.197
X1   = 0.480
X2   = 0.211

Thus, the research's multiple linear regression equation is:

$$Y = 4.197 + 0.480 \, X1 + 0.211 \, X2$$

This equation provides the following explanation:
1. The constant value $\beta 0$ = 4.197 indicates that the performance variable's size is independent of the work discipline, or it can be understood to mean that the performance value is 4.197 when the value of the work discipline is zero or has not changed.
2. The work discipline variable (X2) has a regression coefficient of 0.211, indicating a positive or unidirectional relationship between work discipline and performance.

The probability of significance of the work discipline (X2) at the 0.000 level yields the impact of the work discipline on employee performance. The criteria state that H0 is rejected and H1 is accepted if the significance value is less than 0.05. This indicates that employee performance in the production section of PT Kaneta Indonesia, Karawang Regency, is partially impactd by the work discipline. This implies that worker performance will rise with improvements made to the workplace.

The formula Beta x Zero Order x 100% is used to calculate the extent to which work discipline variables affect employee performance. Zero order characterizes the partial correlation between each independent variable and the dependent variable, whereas beta is a standardized regression coefficient. The following are the results of obtaining the beta and zero order values using SPSS:

Table 9.Partial Determination Coefficient (r2)

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Correlations		
		B	Std. Error	Beta			Zero-order	Partial	Part
1	(Constant)	4.197	1.183		3.548	.001			
	Work environment	.480	.088	.495	5.460	.000	.817	.476	.286
	Work discipline	.211	.049	.395	4.353	.000	.799	.396	.228

b. Dependent Variable: Performance
Source: Data Processed by SPSS, 2023

The partial impact of each work discipline variable (X2) can be calculated using the above table as a guide: 0.395 x 0.799 x 100% = 31.5%. These computations indicate that the work discipline variable (X2) has a 31.5% impact.

The Impact of Work Environment and Work Discipline on the Performance of Production Section Employees at PT Kaneta Indonesia Karawang District

The impact of the work environment and work discipline was tested by concurrently monitoring employee performance in the production section of PT Kaneta Indonesia, Karawang Regency, after a number of classical-linear assumptions were verified.

The coefficient of determination shows how variations in the value of the independent variable impact variations in the value of the related variable. Put

differently, one way to assess the extent to which the independent variable explains the dependent variable is by looking at the coefficient of determination. The following are the findings of this study's coefficient of determination:

Table 10. Simultaneous Determination Coefficient (R2)
Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.849[a]	.720	.715	2.119

a. Predictors: (Constant), Work environment, Work discipline
c. Dependent Variable: Performance
Source: Data Processed by SPSS, 2023

The information obtained from the above table indicates that the R-square is 0.720, or 72%. This number indicates that employee performance is concurrently impactd by company culture and leadership by 72%, with other variables that were not examined accounting for the remaining 100% - 72% = 18%.

DISCUSSIONS
The Impact of the Work Environment on Employee Performance in the Production Department of PT Kaneta Indonesia, Karawang Regency

Probability of significance of the work environment (X1) at the 0.000 level. H0 is rejected and H1 is accepted based on the criteria if the significance value is less than 0.05. This indicates that work environment has a significant impact on employee performance in the production section of PT Kaneta Indonesia, Karawang Regency, to a partially significant extent. This implies that performance will rise with improved work environment. Performance is impactd or contributed to by the work discipline variable by 40,4%.

The work atmosphere can be seen from the environmental conditions around employees which can impact performance. The workplace, tools and equipment, cleanliness, lighting, and quiet are all aspects of the work atmosphere. One of the factors that impacts employee performance is harmonious and family relationships. Employees will remain in the same organization if there is a good working relationship. The availability of complete work equipment, even though it is not new, is one of the supporting processes in working (Nitisemito, 2013).

This study confirms earlier findings published by Muhiban & Kurniawan (2023) in the journal "The Impact of Leadership and Work Environment on Employee Performance at CV Padmadata Lestari", stating that there is a partially significant impact between the work environment (X1) on performance (Y).

The research findings indicate that employee performance in the production section of PT Kaneta Indonesia, Karawang Regency, is significantly impacted by the work environment to a partially significant extent. Employee performance will rise if they are given a positive work environment.

The Impact of the Work Discipline on Employee Performance in the Production Department of PT Kaneta Indonesia, Karawang Regency

Probability of significance of work discipline (X2) at the 0.000 level. H0 is rejected and H1 is accepted based on the criteria if the significance value is less than 0.05. This indicates that work discipline has a significant impact on employee performance in the production section of PT Kaneta Indonesia, Karawang Regency, to a partially significant extent. This implies that performance will rise with improved work discipline. Performance is impactd or contributed to by the work discipline variable by 31.5%.

Work discipline is a condition where employees are willing to accept and follow various rules, both concretely stated and cultural habits, related to carrying out their duties, authority and responsibilities towards the company. By remembering the importance of human resources, every organization must pay attention to the level of abilities possessed by its employees. To improve the performance of each employee, companies need good employee work discipline (Siswanto, 2017).

This study confirms earlier findings published by Wau et al (2021) in the journal "The Impact of Work Discipline on Employee Performance in the Somambawa Subdistrict Office, South Nias Regency", which discovered a strong and positive correlation between worker performance and work discipline.

The research findings indicate that employee performance in the production section of PT Kaneta Indonesia, Karawang Regency, is significantly impacted by the work discipline to a partially significant extent. Employee performance will rise if they can implement work discipline.

The Impact of Work Environment and Work Discipline On The Performance Of Production Section Employees At PT Kaneta Indonesia Karawang District

The work environment and work discipline variables simultaneously contribute or impact employee performance by 0.720 or 72%.

Employee enthusiasm for doing their work well will decline in an unfavorable work environment, particularly if this is accompanied by a lack of discipline on the part of the employee. Employees who work in unfavorable environments and with inadequate discipline are unable to perform their assigned tasks and responsibilities as assigned by the company. Employee performance will yield maximum work when there is strict discipline combined with a favorable work environment (Yudiningsih et al., 2016).

This study agrees with earlier studies that have been done by Elburdah (2021) in his journal entitled "The Impact of Work Discipline and Work Environment on the Performance of PT Arena Agro Andalan Employees", asserting that the work environment of employees and work discipline have a major simultaneous impact on performance.

Drawing from the aforementioned research findings, it can be inferred that employee performance in the production department of PT Kaneta Indonesia, Karawang Regency, is significantly and favorably impacted by both the work environment and work discipline concurrently. Employee performance will rise if a work environment is created and work discipline is successfully implemented.

CONCLUSIONS AND RECOMMENDATIONS

Conclusion

The following conclusions can be made thanks to the data gathered for this investigation and the processing results.

1. Although the work environment falls into the good category, there are still issues with employees not having access to clean restrooms.
2. Although work discipline falls into the positive category, there are still issues with the low number of employees who follow work attendance rules.
3. Although employee performance falls into the good category, there are still some areas where employees' creativity at work is lacking.
4. Employee performance at PT Kaneta Indonesia, Karawang Regency, is positively impacted by the work environment to a considerable extent.
5. Workers' performance in the production division of PT Kaneta Indonesia, Karawang Regency, is significantly improved by work discipline.
6. At PT Kaneta Indonesia, Karawang Regency, the work environment and work discipline have a significant positive impact on employees' performance in production.

Recommendations

In light of the study's findings as well as the analysis and discussion, some recommendations can be made based on the aforementioned conclusions.

1. The researcher's suggestion is that it is hoped that the availability of clean toilets can be increased, by cleaning the toilets every day so that they are kept clean, this can increase comfort in using the toilet.
2. The researcher suggests that in order to improve employee attendance, employees who consistently maintain good attendance should be rewarded and severe consequences should be implemented to discourage frequent absences from work.
3. The advice of researchers is to pay attention to creativity because it can be a useful tool for finding more impactive and efficient solutions to problems, particularly when faced with challenges at work. Thus, the best way to boost employee creativity is to give them the freedom to figure out problems on their own and to provide them with the tools they need to do so.
4. It is intended that improvements to the work environment will raise the standard of workspaces or company-provided workspaces that are full and sufficient to support employee work.
5. It is hoped that work discipline can be improved to maintain order and smooth implementation of tasks, so as to obtain optimal results.
6. Performance should be improved so that employees can be competent in carrying out their work tasks by providing guidance before work or paying attention to their experience background according to their field.

FURTHER STUDY

There is still a need for more research on the relationship between work environment and work discipline and employee performance because this study still has a number of limitations, such as sample size and potential need for additional variables.

ACKNOWLEDGMENT

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