



## The Influence of Work Environment And Work Discipline on Employee Performance In Restaurants Kitchen Kraton Baros City Cimahi

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### ABSTRACT

This study was carried out on employees of the Dapur Kraton Baros restaurant, Cimahi City. The purpose of this study is to ascertain how much employees of the Dapur Kraton Baros restaurant in Cimahi City are affected by their work environment and work discipline, both concurrently and partially. Both descriptive and associative research methodologies were used in this study. The individual in this study is as the analysis component, they are the staff members of the Dapur Kraton Baros restaurant in Cimahi City. The study's sample comprised thirty-one participants. Due to the fact that every member of the population—that is, every employee of the Dapur Kraton restaurant in Cimahi City—was chosen as a sample, this study employed a saturated sample. The validity and reliability of the study instruments were tested as part of the analysis process, which also included multiple linear regression analysis. According to the study's findings, there is a partial and simultaneous influence on exogenous variables (workplace culture and work ethic) on endogenous variables (performance). According to the research, employees should be able to enhance poorly enforced work discipline, reassess the workspace to ensure optimal efficiency, and enhance both the quality and quantity of their job output

## INTRODUCTION

Eating and drinking are primary human needs to maintain life. Eating well and satisfyingly begins with the emergence of an appetite. A individual's taste originates with the arrival of food and drinks which is connected to the scent, flavor, and how it is served. With an attractive appearance, it will provide enjoyment and satisfaction for the person who eats it. Therefore, the food and drinks served must not only fulfill the nutritional elements, be tasty, clean and varied, but must also be served in an attractive manner. Food and drinks will have higher added value if they are supported by an attractive presentation method that arouses appetite.

Serving food and drinks or known as Food and Beverage Service will be related to the menu served, eating and drinking utensils, food and drink servers, Dining etiquette, manners, and food service techniques. Thus, food presentation has a connection to the way it is arranged, ways to garnish meals, how to serve food with the appropriate utensils as well as how to serve food well.

The restaurant business is currently increasingly popular both in city centers and in suburban areas. With increasingly advanced developments, the lifestyle of the population is changing. For those who are busy working every day, they hardly have the time and energy to prepare family meals, let alone having to organize and prepare their own banquets for certain events. By doing this, they will transfer the burden of providing food to restaurateurs who are dependable in their ability to prepare food and beverages. Consequently, it is not unexpected that the restaurant industry is growing quickly. The development of restaurants in Cimahi City is quite rapid as time goes by and lots of interest from the public makes this restaurant business grow.

## LITERATURE REVIEW

### Work Environment

(Hartono, 2017:10) defines the work environment as the setting in which an effective workplace consists of both physical and non-physical elements that might evoke feelings of comfort, security, and homeiness, among other things.

(Afandi, 2018:66) defines the work environment as anything that is present in an employee's surroundings that may affect how well they perform their job. Examples of these things include temperature, humidity, ventilation, lighting, cleanliness of the workspace, and the sufficiency of the work equipment.

H1: Employee performance at the Dapur Kraton Baros Restaurant in Cimahi City is influenced by the work environment.

The work environment has an important role in improving employee performance through a good physical and non-physical environment, such as creating a safe and comfortable atmosphere for employees, including providing work safety facilities and tools, maintaining the cleanliness of the workplace, and increasing employee morale in every activity. , so that physical and non-physical conditions are adequate, work productivity will increase (Sari et al., 2020)

### Work Discipline

Workplace discipline refers to an individual's readiness and willingness to follow rules and regulations (Sutrisno, 2016: 86).

Work discipline is the consciousness and readiness to abide by all relevant corporate policies and social standards (Hasibuan, 2017:193). Work discipline refers to managerial measures taken to put organizational standards into practice (Mangkunegara, 2017:129).

H2: There is an influence of the work discipline on employee performance at the Dapur Kraton Baros Restaurant, Cimahi City.

### **Performance**

So that organizational goals can be achieved legally by adhering to moral and ethical standards and laws, so the performance here can be interpreted as the result of work completed by an individual or group of individuals in an organization in accordance with certain roles and authority (Sedarmayanti, 2016: 260).

Performance is the end product of an employee's labor in terms of output quantity and quality (Mangkunegara, 2013:67)

H3: Employee performance at the Kraton Baros Kitchen Restaurant in Cimahi City is influenced by the work environment and work discipline.

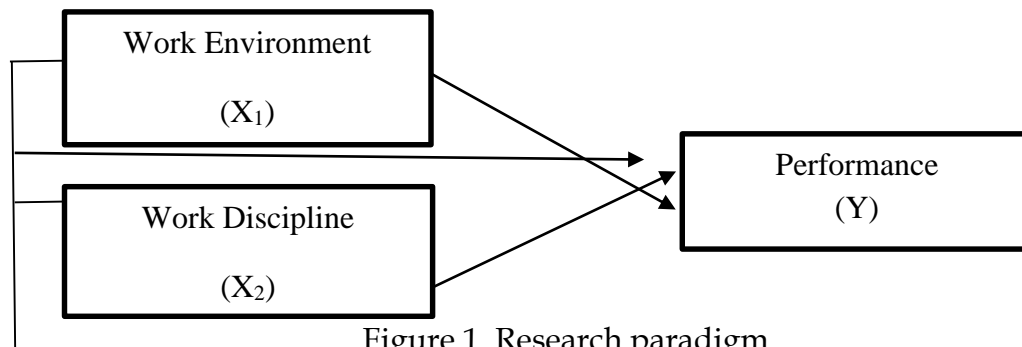


Figure 1. Research paradigm

## **METHODOLOGY**

### **Research Design**

The research method is a series of observations carried out continuously and continuously, accumulating and ultimately giving rise to theories that can explain phenomena (Soedibjo, 2013:2). Then, the methods used in this research are descriptive and associative.

According to Soedibjo (2013), the descriptive approach is a research strategy in which one or more independent variables are assessed independently of other variables and without any relationship being established between them.

In order to get answers to research questions, this study is cross-sectional, meaning it was carried out over a specific length of time, such as one day, one week, or one month (Soedibjo, 2013:8).

### **Population and Sampling Technique**

#### **Population**

A population is a domain for generalization made up of items or people chosen by researchers to be researched and from which conclusions are subsequently taken. These objects or subjects have specific traits and

characteristics (Bintarti, 2015:97). Thirteen employees of the Dapur Kraton Restaurant made up the study's population.

### **Sample**

The population includes the sample. Subjects or participants chosen from the population make up the sample (Soedibjo, 2013:125). This study's sampling technique, known as the Simple Random Sampling approach (Soedibjo, 2013:81).

(Arikunto 2017:173) states that the complete sample size is taken if the population is fewer than 100, but if the population is larger, 10-15% or 20-25% of the population may be taken.

Based on this research, the author took 31 respondents, or 100% of the population, at the Dapur Kraton Restaurant in Baros Cimahi City because the population does not exceed 100 respondents. Therefore, a census technique is the use of the entire population as the unit of observation without the need to draw a study sample.

### **Operational Variables**

Operational is a concrete or specific definition of the concept or construct to be measured (Soedibjo, 2013:59). In this research there are three variables, namely one dependent variable and two independent variables

Table 1. Variable Operationalization

Variable	Definition	Dimensions	Indicators	Scale	No. Item
Work environment	The work environment encompasses factors that directly affect employees, including temperature, humidity, ventilation, lighting, noise levels, cleanliness of the workspace, and the suitability of equipment for the job.  (Afandi, 2018 :66)	Physical work	Work space with lighting sufficient	Ordinal 1	1
			Availability clean toilet	Ordinal 1	2
			Availability means transport	Ordinal 1	3
			Availability rest area clean one	Ordinal 1	4
			Availability a place to store personal belongings employee	Ordinal 1	5
			Availability place of worship for employee	Ordinal 1	6
		Non - physical work environment	Connection with superior	Ordinal 1	1
			Connection fellow colleagues	Ordinal 1	2
			Cooperation between employee	Ordinal 1	3
			Relations with the owner	Ordinal 1	4
			Not quite enough answer the task work employee	Ordinal 1	5
			Structure work that good	Ordinal 1	6
Work discipline	Work discipline is the conscious decision to abide by all	Presence	Employee came right appropriate time with regulation	Ordinal 1	1

Variable	Definition	Dimensions	Indicator	Scale	No. Item	
	corporate policies as well as relevant social norms.  (Hasibuan, 2017:193)		which are already set			
			Employee not come on time	Ordinal	2	
			Presence employee during work in accordance with regulation	Ordinal	3	
		Presence		Employee attendance it is not in accordance with regulation	Ordinal	4
		Level Vigilance		Accuracy in finished a job	Ordinal	5
				Concern internal employees nurse work facilities	Ordinal	6
		Adherence to work standards		Flavor not quite enough answer employee in work	Ordinal	7
				Suitability work employee with his task	Ordinal	8
		Obdience on work regulations		Understanding employee on regulation work	Ordinal	9
				Customize a job in accordance regulation work	Ordinal	10

Variable	Definition	Dimensions	Indicator	Scale	No. Item
		Work Ethics	Implementation regulation in organization	Ordinal	11
			Good relationship with work colleague	Ordinal	12
Performance	The outcome of an employee's labor, both in terms of quantity and quality, is their performance (Mangkunegara, 2013:67)	Quality of work	Creativity	Ordinal	1
			Thoroughness in work	Ordinal	2
			Accuracy in work	Ordinal	3
			Speed at work	Ordinal	4
			Suitability with standard operational procedure	Ordinal	5
			Avoid error in work	Ordinal	6
		Working quantity	Completion work	Ordinal	7
			Amount error production	Ordinal	8
			Achievement production targets	Ordinal	9
			Achievement target sale	Ordinal	10
			Ordinal number of complaints consumer	Ordinal	11
			Amount failure target sale	Ordinal	12

Source: Created by Researchers, 2023

## RESULTS

### Descriptive Analysis Results

Based on findings from research that involved distributing questionnaires to 31 participants. Standard weight values are assigned to the collected data, as follows:

Table 2. Standard Weight Value

Weight Value	Category
31 – 55	Not very good
56 – 80	Not good
81 – 105	Good enough
106 – 130	Good
131 – 155	Very good

Source: Process Data, 2023

Table 3. Results of descriptive Analysis of Respondents' Responses to Work Environment Variables (X1)

Statement	Alternative answers, frequency and weight actual										Actual weight	category	
	SS (5)		S (4)		RR(3)		TS (2)		STS(1)				
	F	B	F	B	F	B	F	B	F	B			
<b>Physical work environment</b>													
Work space supports my work activities with lighting which is quite good	1	5	17	68	9	27	3	6	1	1	79	Not good	
Availability of toilets clean can add my comfort is in work	4	20	4	16	6	18	17	34	0	0	88	Enough	
Availability of transportation facilities that supports me for arrive on time	2	10	3	12	7	21	18	36	1	1	123	Good	
Availability of rest areas clean ones can add	3	15	3	12	11	33	13	26	1	1	87	Enough	



Statement	Alternative answers, frequency and weight actual										Actual weight	category	
	SS (5)		S (4)		RR(3)		TS (2)		STS(1)				
	F	B	F	B	F	B	F	B	F	B			
my comfort is in work													
Available of places put away employee belongings adds to my comfort in work	0	0	4	16	10	30	16	32	1	1	79	Not good	
Availability of places worship for employes can add my comfort is in work	0	0	1	4	12	36	16	32	2	2	74	Not good	
<b>Non - work environment physique</b>													
There is a good relationship of mutual respect with superior	0	0	4	16	9	27	17	34	1	1	78	Not good	
Creation of harmonius and family relationship between me and my colleagues work	0	0	3	12	11	33	16	32	1	1	78	Not good	
Give each other help to coworkers	0	0	3	12	13	39	15	30	0	0	81	Enough	
I respect each other with the company owner	1	5	2	8	9	27	19	38	0	0	78	Not good	
I am responsible for work tasks	0	0	5	20	7	21	18	36	1	1	83	Enough	

Statement	Alternative answers, frequency and weight actual										Actual weight	category
	SS (5)		S (4)		RR(3)		TS (2)		STS(1)			
	F	B	F	B	F	B	F	B	F	B		
I run a good structure	0	0	5	20	7	21	18	36	1	1	78	Not good
<b>Average work environment variables</b>											<b>83,8</b>	<b>Enough</b>

SS = Strongly Agree, S = Agree, RR = Doubtful, TS = Disagree, STS = Strongly Disagree, F = Frequency, and B = Weigh

Source: Data Processed by Researchers, 2023

The work environment variable has an actual average weight value of 83 and 12 statements. This value, as seen in the above frequency distribution table, is in the acceptable group since it is between 81 and 105. The findings above show the lowest real weight value –73 – among the actual weight values. One sentence has the highest value, with an actual weight value of 123.

Table 4. Results of Descriptive Analysis of Respondents' Responses to Work Discipline Variables (X2)

Statement	Alternative answers, frequency and weight actual										Actual weight	Category
	SS(5)		S (4)		C(3)		TS(2)		STS(1)			
	F	B	F	B	F	B	F	B	F	B		
<b>Presence</b>												
I arrived on time with established regulations	1	5	3	12	9	27	17	34	1	1	79	Not good
I didn't arrive on time	2	10	4	16	9	27	16	32	0	0	85	Enough
I am disciplined in maintaining work attendance	2	10	3	12	5	15	19	21	2	2	60	Not good
I am not disciplined in my work	2	10	3	12	15	45	11	22	2	2	91	Enough
<b>Level of alertness</b>												
I'm careful inside get the job done	0	0	4	16	12	36	14	28	1	1	81	Enough

Statement	Alternative answers, frequency and weight actual										Actual weight	Category
	SS(5)		S (4)		C(3)		TS(2)		STS(1)			
	F	B	F	B	F	B	F	B	F	B		
I care about keeping work facilities	0	0	2	8	13	39	14	28	2	2	77	Not good
<b>Adherence to work standards</b>												
I have a sense of responsibility for my work	0	0	4	16	10	30	16	32	1	1	79	Not good
I do work according to the tasks given	0	0	4	16	13	39	13	26	1	1	82	Enough
<b>Obedience to work regulations</b>												
Compliance with regulations work	0	0	3	12	13	39	15	30	0	0	81	Enough
I understand above applicable regulations	1	5	3	12	12	36	14	28	1	1	82	Enough
<b>Work ethics</b>												
I follow the rules well	0	0	5	20	9	27	17	34	0	0	81	Enough
I maintain good relationships with colleagues work	0	0	3	12	10	30	18	36	0	0	78	Not good
<b>Average work discipline variable</b>											<b>79,6</b>	<b>Not good</b>

Source: Data Processed by Researchers, 2023

The Work Discipline variable has 12 statements with an actual average weight value of 79.6, according to the frequency distribution table above. This value is bad because it falls between 56 and 80. The aforementioned statistics demonstrate that sixty is the actual weight value in. The statement with the highest value is the one with an actual weight value of ninety.

Table 5. Results of Descriptive Analysis of Respondents' Responses to Performance Decision Variables (Y)

Statement	Alternative answers, frequency and weight actual										Actual weight	category	
	SS (5)		S (4)		C(3)		TS(2)		STS(1)				
	F	B	F	B	F	B	F	B	F	B			
<b>Quality of work</b>													
I am creative in my work	0	0	4	16	10	30	16	32	1	1	79	Not Good	
My accuracy skills are good at work	3	15	5	20	8	24	15	30	0	0	89	Enough	
I complete work according to work standards	1	5	4	16	10	30	16	32	0	0	83	Enough	
I have speed in completing work	1	5	4	16	9	27	17	34	0	0	82	Enough	
I work according to standard operating procedures that have been implemented by the company	0	0	1	4	11	33	19	38	0	0	75	Not good	
I avoid mistakes in working	0	0	1	4	11	33	18	36	1	1	74	Not good	
<b>Quantity of work</b>													
I'm able to complete job properly	1	5	2	8	10	30	18	36	0	0	79	Not good	
I can minimize my time number of errors in work	0	0	2	8	15	45	14	28	0	0	81	Enough	
I work according to specified target company	1	5	2	8	12	36	16	32	0	0	81	Enough	

I can achieve the target sales	0	0	5	20	9	27	17	34	0	0	81	Enough
I can minimize number of consumer complaints	1	5	1	4	11	33	18	54	0	0	96	Enough
I can minimize of sales target failures	0	0	5	20	10	30	16	32	0	0	82	Enough
<b>Average performance variable</b>											<b>81,8</b>	<b>Enough</b>

Source: Data Processed by Researchers, 2023

The average value of the actual weight is 81.8; this is the result of 12 statements, which are performance variables. So this is included in the sufficient category, if seen from the frequency distribution table above, because it is in the range 81-105. The findings above show that the lowest real weight value is 74, which is the actual weight value. Of all the statements, the one that has the highest value is the statement that has an actual weight value of 96.

#### **The Influence of Work Environment and Work Discipline on Employee Performance in Restaurants Kitchen Kraton Baros Cimahi City**

Multiple linear regression analysis with performance as the dependent variable, then work environment and discipline as independent factors, so that a hypothesis formulation can be obtained from the results of this research.

The following regression output illustrates the significance of the work environment's impact on performance:

Table 6. Multiple Linear Regression Analysis

<b>Coefficients<sup>a</sup></b>					
Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	2.444	1.181		2.070	.048
Work environment	.402	.071	.444	5.666	.000
Work discipline	.519	.071	.569	7.264	.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:

$$B = 2,444$$

$$X_1 = 0.402$$

$$X_2 = 0.519$$

So the multiple linear equations in this research are:

$$Y = 2.444 + 0.402 X_1 + 0.519 X_2$$

The constant value  $\beta_0 = 2,444$  indicates that the performance variable's size is independent of the work environment, or that the performance value is 2,444 when the work environment's value is equal to zero (0) or has not changed. Work environment and performance have a positive correlation in the same direction, with a regression coefficient of 0.402 for the work environment variable ( $X_1$ ).

To determine the influence of the work environment on employee performance, the probability of relevance of the work environment ( $X_1$ ) at the 0.000 level can be used. So, according to the specified criteria, the significance value is less than 0.05, which means that  $H_0$  is rejected while  $H_1$  is approved. This indicates that employee performance at the Dapur Kraton Baros Restaurant in Cimahi City is partially influenced by the work environment. When there is a positive work atmosphere, employees perform better.

Beta x Zero Order x 100% is used to determine 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 normalized regression coefficient. The following are the results of obtaining the beta and zero order values using SPSS:

Table 7. Partial Determination Coefficient ( $r^2$ )

Coefficients <sup>a</sup>									
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Correlations		
		B	Std. Error	Beta			Zero-order	Partial	Part
1	(Constant)	2.444	1.181		2.070	.048			
	Work environment	.402	.071	.444	5.666	.000	.934	.731	.225
	Work discipline	.519	.071	.569	7.264	.000	.952	.808	.288

a. Dependent variabel performance

Source: SPSS software output results, 2023

It is possible to compute the partial influence of each work environment variable ( $X_1$ ) using the table above:  $0.934 \times 100\% \times 0.444 = 41.4\%$

These computations indicate that the work environment variable ( $X_1$ ) has a 41.4% influence.

### The Influence of Work Discipline on Employee Performance at the kitchen Kraton Baros Restaurant, Cimahi City

The relevance of work environment's influence on performance is demonstrated by the regression output that follows:

Table 8. Multiple Linear Regression Analysis

Coefficients <sup>a</sup>						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2.444	1.181		2.070	.048
	Work environment	.402	.071	.444	5.666	.000
	Work Discipline	.519	.071	.569	7.264	.000

a. Dependent Variable: Kinerja

Source: Data Processed by SPSS, 2023

Based on the analysis results from the table above, the coefficients of the regression equation can be explained as follows:

$$B = 2,444$$

$$X_1 = 0.402$$

$$X_2 = 0.519$$

So the multiple linear equations in this research are:

$$Y = 2.444 + 0.402 X_1 + 0.519 X_2$$

The equation can be understood as follows based on this equation:

- The constant value  $\beta_0 = 2,444$  indicates the performance variable's size, which is independent of the work environment. So it can be understood that this does not change because the performance value is 2.444 when the environmental value is 0.
- Regression coefficient of 0.519 for the work environment variable ( $X_2$ ) indicates a positive or unidirectional relationship between work discipline and performance.

Work discipline's probability on employee performance can be found by looking at the likelihood of importance of work discipline ( $X_2$ ) at the 0.000 level. The Kraton Baros Restaurant in Cimahi City's kitchen staff's performance is affected by work discipline in a partially significant way, as per the required criteria. A significant score of less than 0.05 indicates the rejection of  $H_0$  and the acceptance of  $H_1$ . It can be inferred that enhanced work discipline leads to higher performance.

Utilizing the formula  $\text{Beta} \times \text{Zero Order} \times 100\%$ , one can ascertain the extent to which work discipline elements influence employee performance. Each independent variable's partial correlation with the dependent variable is described by zero order, whereas beta is a normalized regression coefficient. When the beta and zero order values are calculated using SPSS, the following results are obtained:

Table 9. Partial Determination Coefficient (r2)

Coefficients <sup>a</sup>									
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Correlations		
		B	Std. Error	Beta			Zero-order	Partial	Part
1	(Constant)	2.444	1.181		2.070	.048			
	Work environment	.402	.071	.444	5.666	.000	.934	.731	.225
	Work Discipline	.519	.071	.569	7.264	.000	.952	.808	.288

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

The table above presents the calculation to obtain the partial influence of each work discipline variable, which is 54.1%.

**The Influence of the Work Environment and Work Discipline on the Performance of Kitchen Restaurant Employees at Kraton Baros, Cimahi City**

Following the verification and fulfillment of the usual multiple linear assumptions, the next step will involve testing the following hypothesis, which focuses on the effects of work environment and discipline on employee performance at the Kraton Baros Kitchen Restaurant in Cimahi City.

H0 :  $\beta_1 = 0$  Employee performance at the Dapur Kraton Baros Restaurant in Cimahi City is unaffected by the workplace.

H1:  $\beta_1 \neq 0$  At the Dapur Kraton Baros Restaurant in Cimahi City, employee performance is impacted by the workplace.

The linked variable's value is affected by changes in the independent variable's value, as demonstrated by the coefficient of determination. Put another way, looking at the coefficient of determination is one way to assess how much the independent variable adds to the explanation of the dependent variable. The following findings were obtained from the study's coefficient of determination:

Table 10. coefficient of determination (r2)

Model Summary <sup>b</sup>				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.978 <sup>a</sup>	.956	.953	1.192

a. Predictors: (Constant), Work Discipline, Work Environment  
 b. Dependent Variable: Performance



Table 4.62 above demonstrates that there is a 0.978 correlation coefficient supporting the simultaneous relationship between work environment characteristics ( $X_1$ ) and work discipline ( $X_2$ ) on performance ( $Y$ ).

The coefficient of determination ( $R^2$ ) in the previous table is 0.956, indicating that work environment and discipline have an impact on performance to the extent indicated by the coefficient of determination ( $R^2 \times 100\%$ ), or 95%, with variables not studied in this study accounting for the remaining 5% of the variance.

## DISCUSSIONS

### **The Influence of the Work Environment on Employee Performance at the Kitchen Kraton Baros Restaurant, Cimahi City**

If the significance value is less than 0.05, then  $H_1$  is authorized in compliance with the criterion and the significance of work environment ( $X_1$ ) probability at 0.000  $H_0$  is denied. This suggests that the work environment at Dapur Kraton Baros Restaurant in Cimahi City affects employee performance to some extent, and that performance will increase in a positive work environment. Variables related to the workplace affect or contribute to performance by 41.4%.

(Afandi, 2018, p. 66) defines the work environment as elements of an employee's surroundings that affect their ability to do their job, including temperature, humidity, ventilation, lighting, cleanliness, and the presence or absence of appropriate work equipment. The equipment that an employee uses, the surroundings in which they work, and their work habits can all be considered aspects of their work environment and have an impact on their productivity, both individually and collectively.

A previous study named "The Influence of the Work Environment and Work Discipline on the Performance of PT Pos Indonesia of Kebonrojo Surabaya Branch Employees" was carried out by Mei Retno Adiwati and Arina Manaksikan. The study's findings are as follows: (1) work environment positively affects employee performance in an insignificant way; and (2) work discipline positively affects employee performance in a considerable way.

The research findings indicate as partially that employee performance at the Dapur Kraton Baros Restaurant in Cimahi City is significantly impacted by the work environment to a somewhat significant extent. Employee performance will rise if they are given a positive work environment.

### **The Influence of Work Discipline on Employee Performance at the Kitchen Kraton Baros Restaurant, Cimahi City**

The probability that the work environment is relevant is 0.000 ( $X_2$ ) Employee performance at Dapur Kraton Baros Restaurant in Cimahi City is influenced by their work environment to some extent; hence, a positive work environment will translate into higher performance. If the significance value is less than 0.05,  $H_0$  is rejected and  $H_1$  is accepted in accordance with the criterion. The work discipline variable influences or contributes 54.1% of performance.

Work discipline, according to Hasibuan (2017), p. 193, is the understanding of and willingness to follow by all applicable workplace regulations and social norms. The improvement of employee performance is

largely dependent on work discipline. It is expected of employees with strong work ethics to put forth their best effort in finishing their tasks, hence generating maximum output for the organization. According to Pangarso and Susanti (2016), employees who are disciplined possess a strong sense of duty and are usually prompt in following set procedures.

Afia Ferawati published a previous article in her journal in 2017 titled "The Influence of Work Environment and Work Discipline on Employee Performance at PT Cahaya Indo Persada." This research distributed questionnaires to employees and division heads. Data processing and analysis techniques use SPSS version 20. The research's findings indicate that the work environment and work discipline have a substantial impact on PT Surabaya Cahaya Indo Persada employees' performance both individual and collectively. High levels of discipline combined with a comfortable work atmosphere will boost employee performance.

Based on expert opinions and prior study findings, it can be inferred that work discipline and performance are related. An organization's performance will improve if its personnel exhibit good work discipline.

According to the study's conclusions, work discipline has some bearing on how well employees perform at the Dapur Kraton Baros Restaurant in Cimahi City. If workers are able to maintain discipline at work, their performance will improve.

#### **The Impact of Work Environment and Work Discipline on Employee Outcomes in the Cimahi City Kitchen of Kraton Baros Restaurant**

Employee performance is simultaneously influenced or contributed to by the work environment and work discipline variables by 0.956 or 95%.

If an organization has a bad work environment, employee enthusiasm for completing their work well will decrease, especially if this is supported by low levels of discipline among employees. When poor work conditions and a lack of discipline are present, employees are unable to perform their assigned tasks and obligations 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).

Arina Manaksia and Mei Retno Adiwati arrived at the following conclusions in their study, (1) Employee performance is positively impacted by work discipline in a considerable way; (2) Minor positive impacts are shown by the work environment. So from this research, it is known that even though it is only minor, the work environment has an influence, and vice versa, work discipline has a big influence on employee performance.

As an alternative, worker performance will increase if the workplace is adequately maintained and work discipline is applied.

## CONCLUSIONS AND RECOMMENDATIONS

### Conclusions

The data gathered and the results of the data processing in this study allow for the following conclusions to be drawn:

1. The work environment is adequate but not quite good. Some aspects, like the availability of transportation options that facilitate on-time arrivals, are the best, but other aspects, like the presence of places of worship that can improve employee comfort while working, are still lacking.
2. Work discipline is included in the bad category, not yet in the sufficient category, there are aspects that are the best, namely, employees carry out their duties in accordance with the tasks assigned, but there are still weak aspects, namely, employees are not disciplined in maintaining work attendance
3. Performance is in the sufficient category, not yet in the good category, there is the best aspect, namely that employees can minimize the number of consumer complaints, but there is a less good aspect, namely, employees still often make mistakes at work, even though consumer complaints can be minimized.
4. A significant positive influence was shown by the work environment partially on performance at the Dapur Kraton Baros Restaurant, Cimahi City.
5. Work discipline has a significant effect on employee performance at the Dapur Kraton Baros Restaurant, Cimahi City, however, work discipline at the Dapur Kraton Baros Restaurant, Cimahi City has not been implemented well.
6. The performance of employees at the Dapur Kraton Baros Restaurant in Cimahi City is significantly influenced by the work environment and work discipline, in quite large numbers.

### Recommendations

1. The management of the Dapur Kraton Baros Restaurant, Cimahi City should try to create a good work environment so that employees can work optimally and comfortably in that work environment, by providing a comfortable place to worship and then adding logistical equipment for employees to work, replacing existing work equipment not worth using.
2. The management of the Dapur Kraton Baros Restaurant in Cimahi City should improve employee work discipline, so that employees can be more disciplined in order to have a positive impact on employee performance, a way for employees to be more disciplined is by giving warning letters more firmly to employees who violate standard operational procedures.
3. Giving employees guidance and inspiration will help to establish a happy work atmosphere, boost employee performance, and benefit the Dapur The management of the Kraton Baros Restaurant in Cimahi City can use techniques, delegate work based on the skills and interests of the staff, and establish efficient two-way communication.
4. It is hoped that the work environment can be improved further, such as work facilities and facilities provided so that employee performance becomes more optimal and supports employee work.
5. It is hoped that the work discipline of the employees of the Dapur Kraton Baros Restaurant in Cimahi City can be improved, and the level of discipline

will be increased so that order can be maintained at work and have a positive impact on the Dapur Kraton Baros Restaurant in Cimahi City.

6. Performance should be improved and improved by being given direction regarding standard operational procedures and given motivation to work better and get good performance. Management can carry out performance evaluations at the end of the month to find out developments or declines in employee performance.

#### **FURTHER STUDY**

Further investigation is warranted to fully understand the impact of work environment and discipline on performance, as this study remains limited in a number of ways, including sample size and the need for additional factors.

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