ABSTRACT

Wilman Yogaswara Apandi, "The Effect of Work Environment and Work Discipline of Employees at Work Achievement Perhutani Unit III West Java and Banten Bandung", under the guidance of Isniar Budiarti, SE., M.Si

Work environment is an essential condition for the continuation of work in a company. This will impact on the discipline of work done by employees. With the state of conditions conducive working environment will motivate the employees to be disciplined in his work. When linked with job performance, this can make a work performance expected by the company. The existence of a labor discipline is very important for any company due to having the level of labor discipline is high, a company capable of achieving the target of the company's goal of achieving the company's achievements.

The purpose of this study was to determine the work environment, work discipline and work performance, and to know the magnitude of environmental influences working against labor discipline and the magnitude of the work environment on employee work performance and magnitude of the influence of labor discipline against an employee work performance and level of influence the work environment and labor discipline against an employee work performance.

The method used in this research is descriptive analysis method and verifikatif. Population consists of 349 research and sampling techniques using stratified random sampling technique to obtain the 78 respondents. Methods of data analysis using path analysis (path analysis) with the help of spss 18.0 for windows.

The results of path analysis concludes that the work environment significantly influence the discipline of work. Working environment and labor discipline both simultaneously and partially significant effect on employees' performance. Simultaneous effect of 64.5%, partially the most influence on employee job performance is 51.0% of labor discipline and the influence of the working environment at 13.5% while that affect job performance indirectly or from other factors of 35 , 5%.

Keywords: Work Environment, Work Discipline and Employee Job Performance