

DAFTAR PUSTAKA

- Abid, M., & Jamilah, I. (2025). The Impact of Work Discipline And Work Environment on Employee Performance at Pt. Hj Busana Indah Quality Control Division Sukabumi Number of Employees WHD (Working Days) Absent. *IJML: International Journal Multidisciplinary Science*, 4(1), 75–83. <https://doi.org/https://doi.org/10.56127/ijmI.v4i1.1928>
- Adamy, M. (2016). *Manajemen Sumber Daya Manusia Teori, Praktik Dan Penelitian*. Aceh: Unimal Press.
- Afrian, N. (2021). *Pengaruh Lingkungan Kerja dan Motivasi Kerja terhadap Kinerja Karyawan*. Skripsi dipublikas: STIE STAN - Indonesia Mandiri.
- Aguinis, H. (2013). *Performance Management: Third Edition*. Pearson Education.
- Aguinis, H. (2019). *Performance management*. Chicago Business Press.
- Agusentoso, R., & Pangaribuan, H. (2025). *The Impact Of Work Motivation And Work Environment On Employee Performance At Pt Sinar Usaha Cemerlang , Jakarta Pusat*. 4(1), 84–94. <https://doi.org/10.56127/ijm>
- Ahmad, M. I. S., Idrus, M. I., & Rijal, S. (2023). On Employee Performance: The Impact of Work Motivation, Work Discipline, and Work Environment. *Inisiatif: Jurnal Ekonomi, Akuntansi, Dan Manajemen*, 2(3), 34–47. <https://doi.org/10.61990/ijamesc.v1i6.112>
- Alya, N., Febriyantoro, M. T., Zulkifli, Z., Suleman, D., Saputra, F., & Suyoto, Y. T. (2022). The Influence of Motivation, Work Discipline, and Work Environment on Employee Performance at PT. Cipta Rasa Multindo. *Priviet Social Sciences Journal*, 2(4), 5–11. <https://doi.org/10.55942/pssj.v2i4.176>
- Amir. (2023). Analisis Pengaruh Motivasi Terhadap Kinerja Karyawan Bank. *Al-Idarah: Jurnal Manajemen Dan Bisnis Islam*, 6(1), 48–56. <https://doi.org/10.47861/jkpu-nalanda.v1i3.253>
- Amri, R. J., Utami, S., & Chan, S. (2021). The Role Of Work Stress In Mediating The Effect Of Performance Pressure And Workload On Employee Performance In Universitas Muhammadiyah Aceh. *International Journal of Business Management and Economic Review*, 04(03), 73–80. <https://doi.org/10.35409/ijbmer.2021.3259>
- Annisa, T. N. (2021). Pengaruh Stress Kerja, Motivasi Kerja, dan Lingkungan Kerja terhadap Kinerja Karyawan PT. Cahya Interflight Cargo Jakarta.

Skripsi diterbitkan pada Program Studi S1 Manajemen. Fakultas Ekonomi dan Bisnis. Universitas Islam Negeri Syarifhidayatullah.

- Annur, S (2025). Kepemimpinan Situasional, Kompensasi Dan Lingkungan Kerja Dengan Motivasi Kerja Sebagai Variabel Intervening Terhadap Kinerja, repository.unars.ac.id, <https://repository.unars.ac.id/id/eprint/3173>
- Arianto, D. D. (2022). Pengaruh Lingkungan Kerja dan Kompetensi Karyawan Terhadap Kinerja Karyawan melalui Motivasi Kerja sebagai variabel intervening. SIMBA: Seminar Inovasi Manajemen, Bisnis Dan Akuntansi 4, 2686–1771.
- Armstrong, M. (2020). Armstrong Handbook of Human Resource Management Practice (15th ed.). Kogan Page.
- Aryani, V., & Fauzan, R. (2021). Pengaruh Implementasi Kebijakan dan Disiplin Kerja terhadap Kinerja Pegawai Bank yang Beroperasi Secara WFO di Masa Pandemi Covid-19 dengan Motivasi Sebagai Variabel Mediasi. *Proceeding Seminar Bisnis Seri V*, 63–72. Retrieved from <https://pascasarjanafe.untan.ac.id/wp-content/uploads/2022/05/6.pdf>
- Asmiadi, A., Bahri, S., & Pasaribu, S. E. (2022). Peran Mediasi Motivasi Pada Pengaruh Kepemimpinan Dan Lingkungan Kerja Terhadap Kinerja Pegawai Di Kantor Sekretariat DPRK Kota Subulussalam. *Jesya: Jurnal Ekonomi Dan Ekonomi Syariah*, 5(2), 1364–1380. <https://doi.org/10.36778/jesya.v5i2.737>
- Asmike, M., & Sari, P. O. (2022). Manajemen Kinerja: Meningkatkan Keunggulan Bersaing. Jawa Timur: *Unipma Press* (Vol. 3, Issue 1). www.kwu.unipma.ac.id
- Bahren, A. R., & Poma, S. (2024). The Impact of Work Environment on Employee Performance at Ray Chain Shoes Company, Pasuruan Regency, East Java. *JERBUM: Journal of Business Management and Economic Research*, 1(1), 25–44. Retrieved from https://www.jobmer.org/2020/jobmer_vol4_issue6_article5_full_text.pdf
- Barima, H., & Arofah, A. A. (2021). Pengaruh Kompensasi, Disiplin Kerja dan Motivasi Kerja Terhadap Kinerja Karyawan JNE di Kota Tegal. *Perwira Journal of Economics & Business*, 1(2), 48–55. <https://doi.org/10.54199/pjeb.v1i2.21>
- Budiasa, I. K. (2021). Beban Kerja dan Kinerja Sumber Daya Manusia. Jawa Tengah: CV. Pena Persada.
- Darmawanty, F. A. A., Setianingsih, W. E., & Reskiputri, T. D. (2024). The Impact of Work Motivation, Work Discipline, Work Culture and Work

- Environment on Employee Performance at Ambulu Village Office. *International Social Sciences and Humanities UMJember Proceeding Series*, 3(1), 58–63. Retrieved from <http://proceeding.unmuhjember.ac.id/index.php/iss>
- Darwin, M., Mamondol, M. R., Sormin, S. A., Nurhayati, Y., Tambunan, H., Sylvia, D., Adnyana, I. M. D. M., Prasetyo, B., Vianitati, P., & Gebang, A. A. (2021). Metode Penelitian Pendekatan Kuantitatif. Media Sains Indonesia. www.penerbit.medsan.co.id
- Dessler, G. (2017). Human Resource Management (15th ed.; S. Wall, ed.). Pearson Education. Retrieved from <http://www.pearsonmylabandmastering.com>
- Dessler, G. (2021). Human Resource Management (Global Edition). Pearson Education. Retrieved from <http://www.pearsonmylabandmastering.com>
- Dewi, D. P. (2019). Manajemen Sumber Daya Manusia: Issue 1 (Revised Ed.). Jakarta: PT. Bumi Aksara.
- Djou, S. H. N., & Mashudi, I. (2021). *The Performance Appraisal Analysis of Employee At Bina Mandiri Gorontalo Foundation*. *Journal of Economic, Business, and Administration (JEBA)*, 2(1), 88–96. <https://doi.org/10.47918/jeba.v2i1.225>
- Effendi, R. G. (2021). *Analysis of Compensation, Competence, Self Efficacy and Job Satisfaction on Nurse Performance*. *DiE: Jurnal Ilmu Ekonomi Dan Manajemen*, 12(1), 40–49. <https://doi.org/10.30996/die.v12i1.5110>
- Faizah, F.K., & Purnomo, B.R. (2025) Pengaruh Disiplin Kerja Dan Lingkungan Kerja Terhadap Kinerja Pegawai Melalui Kepuasan Kerja Sebagai Variabel Intervening., ejournal.unitomo.ac.id, <https://ejournal.unitomo.ac.id/index.php/sbr/article/view/10003>
- Falah, A. M., & Ayuningtias, H. G. (2020). Pengaruh Motivasi Kerja Terhadap Kinerja Pegawai PT. XYZ. *Jurnal Mitra Manajemen (JMM Online)*, 4(6), 990–1001.
- Fikar, R., Mukhlis, & Musnadi, S. (2021). The Effect of Work Environment and Democratic Leadership on Job Satisfaction and it's implication on Work Discipline of Pidie Jaya District Public Works Office. *BMER: International Journal of Business Management and Economic Review*, 4(03), 174–182. <https://doi.org/https://doi.org/10.35409/IJBMER.2021.3249>
- Gayatri, I. A. M. E. M., & Nengsih, M. K. (2021). The Influence of Motivation and Discipline on the Work Productivity of Employees in Camat Office of

- Sukaraja District, Seluma Province, Bengkulu Province. *BIMA Journal (Business, Management, & Accounting Journal)*, 2(1), 1–12. <https://doi.org/10.37638/bima.2.1.1-12>
- Ghozali, I. (2021). *Partial Least Squares Konsep, Teknik dan Aplikasi Menggunakan Program SmartPLS 3.2.9 Untuk Penelitian Empiris* (3rd ed.). Badan Penerbit Universitas Diponogoro.
- Goorita. (2025). *About Goorita: Moving Forward with Goorita*. Diakses pada 4 April 2025, dari <https://web.goorita.com/about-us>
- Habiburahman, & Nur'aini, S. (2023). Pengaruh Kompensasi dan Lingkungan Kerja Terhadap Kinerja Karyawan Hotel Radisson Lampung. *Jurnal EMT KITA*, 7(2), 451–461. <https://doi.org/10.35870/emt.v7i2.1101>
- Hair, J. F., Hult, G. T. M., Ringle, C. M., & Sarstedt, M. (2022). *A Primer on Partial Least Squares Structural Equation Modeling (PLS-SEM)* (3rd ed.). SAGE.
- Hasibuan, Malayu S.P (2016). *Manajemen Sumber Daya Manusia* (Revised Ed.). Jakarta: PT. Bumi Aksara.
- Hasibuan, Malayu S.P. (2020). *Manajemen Sumber Daya Manusia* (Edisi Revisi, Cetakan ke-23). Jakarta: PT. Bumi Aksara.
- Herni, Y., Karlina, D., & Hernawati, S. P. (2025). *The Impact of Work Environment and Work Motivation on Employee Performance at CV. Maju Karsa Bersama*. *IJML: International Journal Multidisciplinary Science*, 4(1), 109–119. <https://doi.org/10.56127/ijme.v3i2.1284>
- Hidayat, G. M. A. M., & Renaldi, H. (2023). The Effect of Work Discipline and Work Environment on Employee Performance Through Work Motivation in the Police Environment. *Journal of Social Science and Business Studies*, 1(2), 57–62. <https://doi.org/10.61487/jssbs.v1i2.37>
- Husain, M. A., & Muldani, V. (2024). The Impact of Work Discipline on Employee Performance at STIE Hidayatullah Depok. *Transforma Jurnal Manajemen*, 2(1), 45–53. <https://doi.org/https://doi.org/10.56457/tjm.v2i1.182>
- Hustia, A. (2020). Pengaruh Motivasi Kerja, Lingkungan Kerja Dan Disiplin Kerja Terhadap Kinerja Karyawan Pada Perusahaan WFO Masa Pandemi. *Jurnal Ilmu Manajemen*, 10(1), 81.
- Ibrahim, M., Hasanuddin, Karundeng, D. R., Rasid, A. U., & Hasan, F. (2025). Pengaruh Analisis Jabatan, Kualitas Sumber Daya Manusia (SDM), Disiplin Kerja dan Lingkungan Kerja terhadap Kinerja Pegawai pada

Badan Penanggulangan Bencana daerah Kabupaten Pohuwato. *Indonesian Journal of Business and Management*, 5(1), 145–1

Idris, M., Choiriyah, Jonifar, Atika, F. U., & Hidayat, R. (2024). the Influence of Work Motivation and Work Environment on Job Satisfaction and Its Impact on the Performance of Bank Mandiri Employees Palembang City. *Revista de Gestao Social e Ambiental*, 18(6), 1–27. <https://doi.org/10.24857/rgsa.v18n6-045>

Ihza, M. I. (2024). Pengaruh Lingkungan Kerja dan Stres Kerja Terhadap Kinerja Karyawan Pada Bank Perumda BPR Kota Bogor (Universitas Pakuan Bogor). Universitas Pakuan Bogor. Retrieved from <https://repository-feb.unpak.ac.id/xmlui/handle/123456789/8318>

Indriawan, T. T. (2023). Pengaruh Kompensasi Dan Disiplin Kerja Melalui Motivasi Terhadap Kinerja Karyawan Keperawatan Rs. Hermina Jatinegara Jakarta Timur. Skripsi tidak diterbitkan, Program Studi Manajemen, Universitas Pembangunan Nasional Veteran, Jakarta.

Irawan, D. A., Marsherina, H., Evasari, J., & Marceline. (2020). Employee Performance: The Effect of Work Motivation, Work Discipline, and Job Satisfaction at one of music companies in Indonesia. *Journal of Research in Business, Economics, and Education*, 2(4), 710–719. Retrieved from <http://e-journal.stie-kusumanegara.ac.id>

Irwana, S., Gunawan, H., & Megawaty. (2024). Pengaruh Kepemimpinan dan Lingkungan Kerja terhadap Kinerja Pegawai melalui Motivasi sebagai Variabel Intervening pada Kantor Kecamatan Bangkala Barat. *YUME: Journal of Management*, 7(3), 191–206.

Jannah, S. K., Arief, M. Y., & Tulhusnah, L. (2023). Pengaruh Motivasi Kerja dan Lingkungan Kerja terhadap Kinerja Perangkat Desa dengan Kepuasan Kerja sebagai variabel intervening. *JME: Jurnal Mahasiswa Entrepreneur*, 2(3), 590–594.

Januardani, F. D., Susilo, J., Sipayung, R., & Simamora, J. M. (2024). Aanalisis Kinerja Karyawan Dalam Meningkatkan Kesejahteraan Anggota Pada PT . Indah Logistik Cargo. *Jurnal EK&BI*, 7(1), 460–469. <https://doi.org/10.37600/ekbi.v7i1.1378>

Kaabomeir, N., Mazhari, K., Arshadi, N. et al. *How Supervisors Can Support Employees' Needs And Motivation? An Experimental Study Based On SDT. Curr Psychol* **42**, 17206–17218 (2023). <https://doi.org/10.1007/s12144-022-02922-5>

Kahn, W. A. (2018). Theoretical Perspectives on Work and The Employment Relationship. Industrial Relations Research Association.

- Karabi, AH, & FoEh, JE (2024). Pengaruh Disiplin Kerja Dan Lingkungan Kerja Terhadap Kinerja Karyawan Melalui Kepuasan Kerja Pada Direktorat Intelkam Polda Ntt. JMPIS: Jurnal Manajemen Pendidikan Dan Ilmu Sosisal, [pdfs.semanticscholar.org, https://pdfs.semanticscholar.org/0c01/85e738051aab173b11198b11e364d636bbf2.pdf](https://pdfs.semanticscholar.org/0c01/85e738051aab173b11198b11e364d636bbf2.pdf)
- Kasmir. (2016). Manajemen Sumber Daya Manusia : (Teori Dan Praktik). Jakarta: Rajawali Pers.
- Khan, M. A., & Ali, A. (2022). *Impact of Employees' Workplace Environment on Employees' Performance. Journal of Occupational Health Psychology*, 27(3), 123-135. <https://doi.org/10.1037/ocp0000284>
- Kompri. (2020). Manajemen Kinerja (Edisi Pertama). Yogyakarta: Expert
- Kustini, E., & Hidayat, C. (2021). Pengaruh Lingkungan Kerja Dan Gaya Kepemimpinan Terhadap Kinerja Karyawan Pada Pt Prima Tera Intidata. *Tadbir Peradaban*, 1(3) (September), 200.
- Lubis, M. S. H., Anwar, Y., & Indrawan, M. I. (2022). Employee Performance Improvement at PT Cahaya Abadi Terang Medan Is Based on the Work Environment, Work Motivation, and Work Discipline. *Siasat*, 7(3), 261–270. <https://doi.org/10.33258/siasat.v7i3.130>
- Lumbao, E., & Ferraren Jr, S. (2023). *Work-Life Quality Dynamics of Employees in a Selected Philippine National Government Entity: Basis for Human Resource Development Strategies. Journal of Law and Sustainable Development*, 11(12), e2682. <https://doi.org/10.55908/sdgs.v11i12.2682>
- Mangkunegara, A. A. P. (2017). Evaluasi Kinerja SDM (Edisi ke-8). Bandung: PT. Refika Aditama.
- Marcellin, N. (2019). *Performance Appraisal: A Guide For Employees And Managers*. Routledge.
- Marisya, F. (2022). Pengaruh Lingkungan Kerja Terhadap Kinerja Karyawan pada PT. Al Bilad Tour and Travel, Sumatra Selatan. *MAMEN: Jurnal Manajemen*, 1(4), 553–562. <https://doi.org/10.55123/mamen.v1i4.1065>
- Maslow, A. H. (1943). A theory of human motivation. *Psychological Review*, 50(4), 370-396. <https://doi.org/10.1037/h0054346>
- Mayangsari, F., & Adiwati, M. R. (2021). The Effect of the Work Environment and Work Discipline on Employee Spirit at Kopkar Sampoerna. *Jurnal Ekonomi Balance*, 17(1), 60–67. <https://doi.org/10.26618/jeb.v17i2.6481>

- Metris, D., Prawatiningsih, D., Haryono, A., Widjajani, S., Khafid, A., Mardika, A. P., ... Sofiyanti, N. (2023). Manajemen Sumber Daya Manusia. In M. A. Najib (First Ed.), Yogyakarta: PT Penamuda Media. Retrieved from: online.anyflip.com/tdezn/fetv/mobile/
- Monyei, F. E., Ezinwa, P. N., Agbaeze, E. K., Ukpere, W. I., Ugbam, C. O., & Ndu, V. (2023). Workplace Conflict and the Productivity of Employees in the Healthcare Sector: a Case Study. *Corporate Governance and Organizational Behavior Review*, 7(3), 70–79. <https://doi.org/10.22495/cgobrv7i3p6>
- Mooy, D. (2022). Pengaruh Kompetensi Individu, Disiplin Dan Dukungan Manajemen Terhadap Kinerja Karyawan Hotel Pelangi Kota Kupang Dengan Motivasi Kerja Sebagai Variabel Mediasi. *Bisman - Jurnal Bisnis & Manajemen*, 7(1), 1. <https://doi.org/10.32511/bisman.v7i1.933>
- Musyaffaah, L. (2022). Analisis Pengaruh Iklim Organisasi, Servant Leadership, Dan Intrinsic Motivation Terhadap Organizational Citizenship Behavior (Ocb) Pada Pt. Biometrik Citra Solusi. *Greenomika*, 4(1), 1–10. <https://doi.org/10.55732/unu.gnk.2022.04.1.1>
- Nalim, N., Haryono, S., & Muchran, M. (2020). The Effect of Leadership Style and Compensation on the Work Performance of Merangin District Office Employees, Jambi: The Role of Work Motivation. *Journal of Governance and Public Policy*, 7(2), 78–87. <https://doi.org/10.18196/jgpp.72124>
- Nesti, L. A. (2022). Pengaruh Disiplin Kerja Terhadap Kinerja Karyawan Melalui Motivasi Kerja Karyawan Pada Pt Wilson Asia Lestari Perawang. Universitas Islam Riau Pekanbaru.
- Nirvandhi, N. S., Setyariningsih, E., & Dwihandoko, T. H. (2023). Pengaruh Lingkungan Kerja Dan Disiplin Kerja Terhadap Kinerja Karyawan Dengan Melalui Motivasi Kerja Sebagai Variabel Intervening Pada UD Eko Plastik. *Maeswara: Jurnal Riset Ilmu Manajemen Dan Kewirausahaan*, 1(5), 226–241. <https://doi.org/10.61132/maeswara.v1i5.209>
- Nna, F. A. (2021). Work Environment and Sportsmanship of Telecommunication Companies in Port Harcourt. *JMBS: Journal of Business and Management Studies*, (2000), 206–212. <https://doi.org/10.32996/jbms>
- Nurlaela, Damayanti, F., & Farchan, F. (2024). Pengaruh Lingkungan Kerja dan Motivasi terhadap Disiplin Kerja Pegawai pada Dinas Perhubungan Kabupaten Indramayu. *Jurnal Investasi*, 10(3), 114–121.
- Nursulthan, A. R., & Pinaraswati, S. O. (2024). The Effect of Competency, Compensation, and Work Environment on Employee Performance through Work Motivation in the Government Office of Mojokerto City. *Jurnal*

- Bisnis, Ekonomi, Manajemen, Dan Kewirausahaan*, 4(2), 210–216.
<https://doi.org/https://doi.org/10.52909/jbemk.v4i2.169>
- Ogbeibu, S., Jabbour, C. J. C., Gaskin, J., Senadjki, A., & Hughes, M. (2021). Leveraging STARA competencies and green creativity to boost green organisational innovative evidence: A praxis for sustainable development. *Business Strategy and the* <https://doi.org/10.1002/bse.2754>
- Pardamean, N. (2022). Peran Mediasi Motivasi Kerja Pada Pengaruh Komitmen Organisasi Dan Lingkungan Kerja Terhadap Kinerja Pegawai Pada Kantor Dinas Ketahanan Pangan Dan Peternakan Provinsi Sumatera Utara. *Jesya: Jurnal Ekonomi & Ekonomi Syariah*, 5(1), 572–585.
<https://doi.org/10.36778/jesya.v5i1.635>
- Parulian, S., & Sutawijaya, A. H. (2020). *Effect of Work Environment and Motivation on Workload and Its Implications on Employee Performance* Pt. Pln (Persero) Up3 Kebon Jeruk. *Dinasti International Journal of Digital Business Management*, 1(2), 165–179.
<https://doi.org/10.31933/dijdbm.v1i2.134>
- Patrick, H. A., & Kareem, J. (2021). *Development and Validation of Work Environment Services Scale (WESS)*. *Central European Management Journal*, 29(2), 89–120. <https://doi.org/10.7206/cemj.2658-0845.47>
- Perkasa, D. H., Arbaina, C., Susiang, M. I. N., Parashakti, R. D., Abdullah, M. A. F., & Rostina, C. M. (2023). *The Influence of Discipline, Leadership and Work Environment Toward Employee Performance at BPJSTK in DKI Jakarta Branch*. *KnE Social Sciences*, 2023, 471–480.
<https://doi.org/10.18502/kss.v8i12.13696>
- Pinto, L., Kellen, P. B., & Soares, A. (2023). The Effect of Leadership Style and Work Environment on Employee Performance at Sacred Heart of Jesus, Becora, Dili, Timor-Leste: The Mediating Role of Work Motivation. *Journal of Digitainability, Realism & Mastery (DREAM)*, 2(12), 37–59.
<https://doi.org/10.56982/dream.v2i12.167>
- Pintubatu, C. B., & Wilian, R. (2024). Pengaruh Etos Kerja Terhadap Kinerja Pegawai Dengan Disiplin Kerja Sebagai Variabel Mediasi Pada Badan Kepegawaian Daerah Provinsi Jambi. 1(3), 106–118.
- Pittaloka, J., & Foeh, J. E. H. J. (2024). Pengaruh Motivasi, Disiplin Kerja, dan Lingkungan Kerja terhdap Kinerja Karyawan dengan Komitmen sebagai variabel intervening (Literature Review Manajemen Sumber Daya Manusia). *JMPIS: Jurnal Manajemen Pendidikan Dan Ilmu Sosial*, 5(3), 141–155. <https://doi.org/https://doi.org/10.38035/jmpis.v5i3>

- Prasetya, A. (2021). Pengaruh Pelatihan, Kompetensi, dan Lingkungan Kerja Terhadap Kinerja Karyawan Dengan Mediasi Motivasi (Studi Pada Karyawan ED Alloycasting Production C-Maxi Yogyakarta). STEI YKPN Yogyakarta.
- Pratama, H., Rivai, H. A., & Lukito, H. (2023). The Effect of Competence and Work Discipline on Employee Performance with Work Motivation as a Mediating Variable. *Enrichment: Journal of Management*, 12(6), 4960–4968.
- Prayogi, M. A., & Yani, I. (2021). The Role of Work Motivation in Mediating the Effect of the Work Environment on Employee Performance. *IJEBAS: International Journal of Economic, Business, Accounting, Agriculture Management and Sharia Administration (IJEBAS)*, 1(2), 211–220. <https://doi.org/10.54443/ijebas.v1i2.75>
- Purnomo, BR, & Hasanah, N (2023). Pengaruh Disiplin Kerja dan Lingkungan Kerja Terhadap Kinerja Karyawan Melalui Kepuasan Kerja Sebagai Variabel Intervening. *J-MACC: journal of management ...*, e-jurnal.unisda.ac.id, <https://e-jurnal.unisda.ac.id/index.php/J-MACC/article/download/4160/2459>
- Puryanti, A. P., Supriyadi, A., & Rafikasari, E. F. (2023). *The Effect of Discipline, Motivation, Work Environment on Employee Performance and Their Impact on Job Satisfaction Employees at Bank Muamalat Tulungagung Branch Office. El-Qist: Journal of Islamic Economics and Business (JIEB)*, 13(1), 67–82. <https://doi.org/10.15642/elqist.2023.13.1.67-82>
- Puspita, A. C., Retawati, A., & Peridawaty. (2024). The Impact of Work Discipline and Motivation on Employee Performance within The Central Kalimantan Province's Social Services Sector. *JSM: Jurnal Sains Manajemen*, 13(2), 39–46.
- Puspitasari, S. (2020). *Pengaruh Disiplin Kerja dan Komitmen Organisasi Terhadap Kinerja Karyawan Melalui Motivasi Kerja Karyawan sebagai variabel intervening pada Primer Koperasi Angkatan Laut (PRIMIKOPAL) Juanda*. STEI Mahardhika Surabaya.
- Putri, S. F., & Fu'ad, E. N. (2023). Mediasi Disiplin Kerja Pada Pengaruh Keselamatan Dan Kesehatan Kerja (K3) Serta Lingkungan Kerja Terhadap Kinerja Karyawan. *Co-Value: Jurnal Ekonomi, Koperasi & Kewirausahaan*, 14(7). <https://doi.org/10.59188/covalue.v14i7.3912>
- Rahman, A. A. S., Annuar, N., & Sabri, S. M. (2023). *A Conceptual Paper of Factors Impacting Employees' Productivity*. Atlantis Press SARL. https://doi.org/10.2991/978-2-38476-076-3_15

- Ramadhan, R (2023). Pengaruh Disiplin Kerja Terhadap Kinerja Karyawan Melalui Motivasi Kerja., repository.stmi.ac.id, <http://repository.stmi.ac.id/id/eprint/809/>
- Razak, N. (2021). The Effect of Training, Comptence and Work Motivation on Employee Performance. *Proceedings of the International Conference on Education, Social Sciences and Humanities - ICESSHum 2019*, (8), 83–85. Jakarta: RedWhite Press. <https://doi.org/https://doi.org/10.33096/jer.v4i1.846>
- Riady, I.P.D. (2025). Pengaruh Gaya Kepemimpinan, Kompensasi Dan Motivasi Kerja Terhadap Kinerja Karyawan Pada Hotel Seminyak Lagoon Di Kabupaten, eprints.unmas.ac.id, <http://eprints.unmas.ac.id/id/eprint/8201/>
- Rina, F. A. (2024). The Impact of Positive Motivation and Negative Motivation on Employee Work Performance. *Journal of Managerial Sciences*, 2(3), 119–128. <https://doi.org/https://doi.org/10.61160>
- Robbins, S. P., & Judge, T. A. (2019). *Organizational behavior (11th Ed)*. Pearson.
- Robbins, S.P. & Judge, T.A. (2016). *Essentials of Organizational Behavior (17th Ed.)*. Pearson Education Limited.
- Robinns. (2005). Effective Discipline. *Journal Of Management Development*, 24(6), 502.
- Rochmah, A. N., & Suhartono, S. (2023). Pengaruh Lingkungan Kerja, Kompensasi, Disiplin Kerja Dan Kompetensi Kerja Terhadap Kinerja Karyawan Melalui Motivasi Kerja Sebagai Variabel Mediasi. *Jurnal Riset Akuntansi Dan Bisnis Indonesia*, 3(4), 1498–1527. <https://doi.org/10.32477/jrabi.v3i4.864>
- Sadewo, D., & Chaerudin, C. (2021). the Impact of the Leadership, Motivation and Job Satisfaction Towards Employees Performance in One of Financing Company in Indonesia. *Dinasti International Journal of Management Science*, 2(4), 670–679. <https://doi.org/10.31933/dijms.v2i4.817>
- Salgado, J. F. (2003). The Five-Factor Model of Personality and Job Performance In The European Community. *Journal of Applied Psychology*, 88(1), 87-106.
- Sara, D. A., Handaru, A. W., & Usman, O. (2022). The Effect Of Work Environment On Employee Performance Through Motivation And Job Satisfaction As Intervening Variables On Permanent Employees. *Eduvest - Journal of Universal Studies*, 2(10), 2006–2018. <https://doi.org/10.59188/eduvest.v2i10.617>

- Sarip, S., & Mustangin. (2023). Pengaruh Lingkungan Kerja Terhadap Kinerja Pegawai PT ABC PERSADA. *Jurnal Manajemen Diversitas*, 3(1), 95–111.
- Septyarini, E., Noor Ridho, T., & Prayekti, P. (2023). The Influence of Occupational Health and Safety, Physical Work Environment and Work Motivation on Job Satisfaction. *International Journal of Economics and Management Review*, 1(2), 1–14. <https://doi.org/10.58765/ijemr.v1i2.80>
- Setiawan, R., Vidada, I. A., Hadi, S. S., & Zhafiraah, N. R. (2024). Examining the Impact of Work Discipline and Motivation on Employee Performance. *Human Capital and Organizations*, 1(2), 55–65. <https://doi.org/doi.org/10.58777/hco.v1i2.169>
- Sinambela, S. J. (2018). *Manajemen Sumber Daya Manusia*. Jakarta: Bumi Aksara.
- Suari, D. P. A. M., Putra, I. B. U., & Amerta, I. M. S. (2022). The Role of Motivation in Mediating the Effect of Placement and Discipline on Employee Performance At Uptd Pprd Bali *Jurnal Ilmu Ekonomi Dan Manajemen*, 09(01), 56–68. Retrieved from <http://jurnal.untag-sby.ac.id/index.php/jmm17/article/download/6444/4750>
- Sugiyono. (2016). *Metode Penelitian Kuantitatif, Kualitatif, dan R&D*. Bandung: Alfabeta.
- Sugiyono. (2019). *Kualitatif Kuantitatif RnD (Al)*. Bandung: Alfabeta.
- Sugiyono. (2020). *Metode Penelitian Kuantitatif, Kualitatif, dan R&D* (2nd ed.). Bandung: Alfabeta.
- Sugiyono. (2021). *Metode Penelitian Kuantitatif, Kualitatif, dan R&D* (Revised ed.). Bandung: Alfabeta.
- Supriadi, Y. N. (2022). *Manajemen Sumber Daya Manusia (Teori, Praktek Dan Soal Latihan)*. Jawa Tengah: Eureka Media Aksara.
- Supriyanto, A. S., Ekowati, V. M., & Vironika, H. (2020). Linking work environment to employee performance: the mediating role of work discipline. *BISMA (Bisnis Dan Manajemen)*, 13(1), 14. <https://doi.org/10.26740/bisma.v13n1.p14-25>
- Tanjung, D. N., Sahputra, N., & Nasution, U. H. (2022). Pengaruh Kompensasi Finansial Dan Kompensasi Non Finansial Terhadap Kinerja Karyawan Pada Pt . Socfin Indonesia Medan. *Jurnal Emanis Fakultas Ekonomi Dan Bisnis*, 1(1), 10–18. <https://doi.org/https://doi.org/10.46576/v1i1.2133>

- Triono, T., Agustang, A., Idkhan, A. M., & Rifdan, R. (2021). Motivasi Kerja Pegawai Dalam Pelayanan Publik. *JISIP (Jurnal Ilmu Sosial Dan Pendidikan)*, 5(4).
- Ulrich, D. (2016). *Human Resource Champions: The Next Agenda for Adding Value and Delivering Results*. Harvard Business Review Press.
- Wahjono, SI (2022). *Manajemen Motivasi*, Penerbit: Universitas Muhammadiyah Surabaya. *Research Gate*.
- Wahyuni, A., & Budiono. (2022). Pengaruh Lingkungan Kerja Dan Kompetensi Terhadap Kinerja Karyawan Melalui Motivasi Kerja. *Jurnal Ilmu Manajemen*, 10(3), 769.
- Wicaksono, A. B., Masyhuri, & Suryantini, A. (2023). The Effect of Motivation, Compensation, and Work Environment on Work Performance through Job Satisfaction PT. XYZ Palm Oil Company. *Jurnal Manajemen & Agribisnis*, 20(2), 165–174. <https://doi.org/dx.doi.org/10.17358/jma.20.2.165>
- Ximenes, V.S. (2025). Pengaruh Gaya Kepemimpinan, Kompensasi Dan Kepuasan Kerja Terhadap Kinerja Karyawan Dan Motivasi Kerja Sebagai Variabel Moderasi., repositorybaru.stieykpn.ac.id, <http://repositorybaru.stieykpn.ac.id/3193/>
- Yani, Darwis, A., & Riany, Y. E. (2021). Pengaruh Penguasaan Teknologi dan Disiplin Kerja terhadap Kinerja Guru dengan Produktivitas sebagai variabel intervening pada sekolah XXX. *Syntax Idea*, 3(6), 1497–1512.
- Yuliani, T., Hadiyanto, D., Ariani, M., Yusuf, T., Saraswati, W., & Murti, S. N. S. (2024). Pengaruh Disiplin Kerja terhadap Kinerja dengan Motivasi sebagai variabel mediasi pada pegawai Dinas Perhubungan Kota Balikpapan. *Journal Geoekonomi*, 15(2), 273–282. <https://doi.org/https://doi.org/10.36277/geoekonomi.v15i2.522>
- Zaeni, N., Walda, W., & Ayu, M. (2023). *The Impact of Motivation and Work Discipline on Employee Performance. Advances: Jurnal Ekonomi & Bisnis*, 1(2), 87–98. <https://doi.org/10.60079/ajeb.v1i2.93>
- Zamani, A., Nurhayati, I., Lieskusumawati, A. D., Maesaroh, S., & Nafi'ah, S. (2025). Pengaruh Disiplin Kerja terhadap Kinerja Karyawan RS Nur Hidayah Bantul. *AVICENNA: Journal of Health Research*, 8(1), 130–137. <https://doi.org/http://dx.doi.org/10.36419/avicenna.v8i1.1367>