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The Influence of the Work Environment on Employee Work Discipline at the Central Statistics Agency Office Gowa Regency

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ABSTRACT

Human resources are an essential part of the success of an organization that plays a vital role for any agency or institution. Human resources is a term used to refer to the workforce or people within an organization. Every organization or institution certainly requires quality human resources, and includes aspects such as having expertise, skills, knowledge, and having high discipline which are important foundations in maintaining smooth operations and success of an organization or institution. This study discusses the influence of the work environment on employee work discipline at the Gowa Regency Central Statistics Agency Office. This study is a quantitative study to identify cause and effect. The sample in this study was 32 people with Probability Sampling technique with Simple Random Sampling method. Data collection techniques were carried out through observation, questionnaires, interviews and documentation. Data analysis techniques used were descriptive data analysis and inferential statistical analysis. The results of the study indicate that the work environment is in the "Very Good" category with 6 indicators in it: smoothness, security, safety, cleanliness, comfort and adequate facilities. Meanwhile, work discipline is categorized as "Very Good," with five indicators: attendance rate, work procedures, obedience to superiors, work awareness, and responsibility. Based on the results of a simple linear regression analysis, it was concluded that there is a positive and significant influence between the work environment and employee work discipline at the Gowa Regency Central Statistics Agency Office.

Keywords: Environment, Discipline, Work

INTRODUCTION

An organization is an entity consisting of individuals or groups of people working together to achieve specific goals. Organizations have structures, hierarchies, and procedures that are set to coordinate activities and resources, to achieve predetermined goals. One factor that supports the success of an organization is human resource management (HR). Human resources are an essential part of the success of an organization and have a vital role for agencies and institutions. Human resources is a term used to refer to the workforce or people within an organization. Every organization or institution certainly requires quality human resources, and includes aspects such as having expertise, skills, knowledge, and having high discipline, which are important foundations in maintaining the smooth operation and success of an organization or institution.

Discipline is necessary to create professional and integrity-based human resources as administrators of an agency. Discipline is a person's ability to comply with established rules, procedures, and norms, such as those in the work environment, including completing tasks on time and acting in accordance with established standards. Discipline helps create effective cooperation, increase productivity, and maintain order within an agency. Discipline is a behavior created and formed through a series of training processes developed into a set of behaviors that demonstrate the values of obedience, compliance, loyalty, and orderliness, carried out without coercion from others, but rather with self-awareness and a sense of belonging.

Good work discipline helps maintain order, efficiency, and productivity in the workplace. Meanwhile, a good work environment provides support, motivation, and a sense of fairness to employees, thus encouraging them to comply with established rules and standards. The work environment refers to all physical and social factors present in the place where a person works. This includes the office building, workspace layout, organisational culture, relationships, agency or organisational policies, and the level of work stress experienced by employees. More broadly, the work environment also encompasses the agency's values, implemented norms, and existing policies and procedures. A good work environment will create conditions that support the physical and mental well-being of employees, increasing productivity, job satisfaction, and the performance of the entire organisation.

During the four-month Merdeka Belajar Kampus Merdeka (MBKM) Independent Internship at the Central Statistics Agency (BPS) of Gowa Regency—from September 1 to December 29, 2022—observations showed that some employees often arrived late, failed to meet deadlines, and did not make good use of their break time. These habits led to declining work quality and the accumulation of unfinished tasks that required urgent completion, taking up considerable time. If left unresolved, this situation could disrupt the balance of resource allocation, as employees' time and energy would be spent managing internal tensions rather than achieving organizational goals. Ultimately, this condition may reduce overall productivity and create an unhealthy work atmosphere that diminishes employee motivation.

The above issues are certainly not good if left unchecked. The Gowa Regency Central Statistics Agency (BPS) must pay more attention to the condition of the work environment by providing maintenance to work facilities that can support the smooth running of employee work activities. A good work environment can improve employee work discipline, and a well-maintained environment is also good for personal comfort and completing work tasks. This will determine the success of an agency and the achievement of its goals (Dehotman, 2023; Simorangkir et al., 2021; Sjahruddin et al., 2023). Based on the background explained, by examining the work environment's influence on employee work discipline in the office, the researcher has chosen the title as the research topic: The Influence of the Work Environment on Employee Work Discipline at the Gowa Regency Central Statistics Agency Office.

METHOD

The data in this research were presented in statistical form to measure the correlation between the work environment and work discipline through a quantitative approach. A bivariate analysis was employed to examine the relationship and influence between these two variables. The primary objective of this study was to determine whether the work environment has a significant effect on employees' work discipline.

The population in this study was 35 employees at the Gowa Regency Central Statistics Agency (BPS) Office. The sample was determined using the simple random sampling method, a probability sampling technique, which randomly selects samples from the population without considering strata within the population. The Krejcie and Morgan tables were used to determine the sample size. The sample size used was 35 people in the population (N), meaning that if the population (N) in the study was 35, then the sample (S) used in the study would be 32 people.

The data collection and analysis methods were designed to align with the research objectives and included observation, questionnaires, and documentation. The study applied inferential statistical analysis, which involved several stages such as the normality test, Product Moment correlation analysis, hypothesis testing (T-Test), and simple linear regression analysis. These methods complemented descriptive statistical analysis to interpret the data

comprehensively. The indicators of the work environment examined in this study covered aspects such as smooth workflow, security, safety, cleanliness, comfort, and adequacy of facilities. Meanwhile, work discipline was measured using five indicators: attendance rate, adherence to work procedures, obedience to supervisors, work awareness, and sense of responsibility.

RESULT AND DISCUSSION

This study employed descriptive and inferential statistical analysis to determine the influence of the work environment on work discipline. Data obtained during the study were processed and presented using observation, questionnaires, interviews, and documentation techniques. The data was then processed using the Statistical Package for the Social Sciences (SPSS) program.

The work environment (X) and work discipline (Y) at the Gowa Regency Central Statistics Agency office will be described or revealed through descriptive data analysis. Using a Likert scale with gradations from very positive to very negative, including Sl. (Always), SR (Often), KD (Sometimes), J (Rarely), and TP (Never).

Work environment

Table 1: Results of Descriptive Analysis Per Indicator of Work Environment Variables

No.	Indicator	n	N	%	Catagory
1	Smoothness	291	320	90.93	Excellent
2	Security	241	320	75.31	Good
3	Safety	258	320	80.62	Good
4	Cleanliness	296	320	92.59	Excellent
5	Comfort	299	320	93.43	Excellent
6	Adequate Facilities	294	320	91.87	Excellent
Total		**1679**	**1920**	**87.44**	**Excellent**

Source: Results of SPSS V.23 data processing.

The results of the descriptive analysis show that each indicator used in measuring how the work environment is described in the Gowa Regency Central Statistics Agency office, where the Smoothness Indicator is in the very good category with a percentage level of 90.93%, while the achievement value obtained is 291 of the total overall value of 320, the security indicator is in the good category with a percentage level of 71.31%, with an achievement value of 241 of the total overall value of 320, the safety indicator is in the good category with a percentage level of 80.63%, with an achievement value of 258 of the total overall value of 320, the cleanliness indicator is in the very good category with a percentage level of 92.59%, with an achievement value of 296 of the total overall value of 320, the comfort indicator is in the very good category with a percentage level of 93.43%, with an achievement value of 299 of the total overall value of 320, and the adequate facilities indicator is in the very good category with a percentage level of 91.87%, with a score of 294 out of a total score of 320. Based on the results of the data analysis in Table 1, the work environment variable is in the very good category with a percentage level of 87.44%. The results of the analysis of the average and standard deviation of the work environment variable are as follow Table 2:

Table 2: Results of the Analysis of the Average and Standard Deviation of Work Environment Variables

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
Work Environment	32	44	60	52.47	3.610
Valid N (listwise)	32				

Source: Results of SPSS V.23 data processing

Based on the analysis of the mean and standard deviation for the work environment variable, the results indicated that the respondents' average (mean) score was 52.47, with a standard deviation of 3.610. These findings were derived from indicators encompassing smooth workflow, security, safety, cleanliness, comfort, and the adequacy of workplace facilities.

The indicators used in the work environment variables at the Gowa Regency Central Statistics Agency Office are measured through six indicators, with the following description:

a. Smoothness

Fluency in the work environment refers to the ease and speed with which tasks and activities are carried out without major obstacles. This condition allows responsibilities to be completed efficiently and effectively, supporting overall organizational productivity and achievement. A key factor in maintaining this smooth workflow is a conducive work environment, where adequate facilities play an important role in ensuring that every process runs seamlessly. Smooth work can motivate employees to be more enthusiastic in carrying out tasks assigned by the company. The absence of obstacles can at least make it easier for them to be accountable for their duties (Sirota & Klein, 2013; Towell et al., 1996; Vaughn et al., 2024)

Based on data obtained from interviews and observations, it can be concluded that smooth workflow at the Gowa Regency Central Statistics Agency Office includes strong teamwork that allows each member to collaborate effectively, effective time management, adequate work facilities, structured work schedules and clear tasks, effective communication, a collaborative work culture, and attention to employee welfare. All these factors work together to ensure that work can be completed easily and quickly, without significant obstacles, enabling the organization to achieve higher productivity and success. Smoothness is one of the indicators in the work environment variable, ranking in the very good category with a percentage of 90.93%.

b. Security

Workplace security is a crucial element that ensures employees can carry out their duties safely and are protected from various threats, risks, or hazards that could endanger their lives, health, or the work environment. Physical security is a top priority in this office. The building security system includes surveillance with CCTV cameras strategically placed throughout the office area. Security guards are on duty during working hours to ensure that only authorized personnel have access to office areas. By implementing occupational safety and health control technology, it is hoped that the workforce will achieve high levels of physical endurance, work capacity, and health. Furthermore, it is hoped that this will

create a high level of work comfort and safety (Lingard & Holmes, 2001; Mohammadi et al., 2023; Rajendran et al., 2021)

Security is assessed by examining conditions that are free from threats, risks, or hazards that may endanger individuals, health, or the workplace environment. Based on interviews and observations, it was found that the Central Statistics Agency (BPS) of Gowa Regency has implemented several security measures, including 24-hour security personnel, surveillance facilities such as CCTV cameras, occupational safety training, and regular emergency evacuation drills. The office is also equipped with essential safety tools, including fire extinguishers, first aid kits, and safety signs in work areas. Overall, the security aspect is categorized as good, with an achievement level of 75.31% under the work environment variable.

c. Safety

Occupational safety is a systematic effort to protect workers from various potential hazards that could cause accidents, injuries, or other physical harm in the workplace. These efforts include various preventive measures, starting with risk identification and assessment, developing safe work procedures, implementing training programs, and using personal protective equipment. Furthermore, maintaining equipment and the work environment is also crucial. Equipment must be routinely inspected and maintained to ensure they are functioning properly and do not pose a risk. Workplace hazards can occur when the work environment causes injury, illness, or death. These hazards can originate from many aspects, including equipment, hazardous materials, processing processes, and work procedures. To prevent this, it is crucial to manage hazard risks by implementing Occupational Safety and Health regulations (Darwis & Arhas, 2024; Leso et al., 2018; Lingard & Holmes, 2001)

Occupational safety is assessed by examining preventive measures implemented to avoid accidents and physical injuries in the workplace. Based on findings from interviews and observations, it can be concluded that several efforts have been made to enhance workplace safety. These include monitoring the tools and equipment used by employees, ensuring that all equipment remains in good working condition, and conducting regular maintenance to keep them functioning optimally. Overall, the safety aspect falls into the good category, with an achievement level of 80.62% under the work environment variable.

d. Cleanliness

A clean work environment encompasses various aspects, including physical cleanliness, air quality, and orderly room arrangement. Regular cleaning of work areas, such as desks, equipment, and common facilities, helps prevent the accumulation of dust and dirt that can harm employee health. Furthermore, providing adequate trash cans and ensuring they are emptied regularly can prevent unpleasant odors and maintain cleanliness. A clean work environment is crucial because it directly impacts employee health, safety, and productivity. A clean work environment will create a conducive environment. To be healthy. Therefore, every organization should always maintain a clean work environment. A clean environment will make employees happy, which will improve their performance (Howard et al., 2015; Julia & Danasasmita, 2023).

Workplace cleanliness is measured by ensuring the environment or area is free from dirt, garbage, and undesirable elements, including waste management and sanitation to maintain health and comfort. Based on research conducted through interviews and observations, it can be concluded that the Gowa Regency Central Statistics Agency (BPS)

Office has a regular waste management system, including the use of adequate trash bins. The entire office area is always kept clean, with no litter or unwanted debris. Cleanliness is one of the indicators in the work environment variable and is categorized as very good with a percentage of 92.59%.

e. Comfort

Workplace comfort is a multifaceted concept that includes physical, psychological, and social dimensions. It focuses on creating an environment where employees feel at ease, relaxed, and able to enjoy their work. This comfort encompasses both the physical and psychological conditions that enhance employee productivity and overall well-being. Physically, it involves factors such as lighting, ventilation, temperature, cleanliness, and spatial arrangement. Proper lighting minimizes eye strain and supports better focus, while good ventilation and comfortable room temperature help reduce stress and physical fatigue, enabling employees to perform their duties more effectively. Environmental comfort encompasses comfort when interacting with the environment, encompassing conditions such as lighting effects, temperature, color, noise, and so on.(Boge et al., 2019; Lim, 2024; Uppal, 2005)

The comfort of the work environment is measured by identifying the feeling of calm and pleasant comfort felt by employees in the work environment that involves physical, psychological and social aspects to increase employee productivity and satisfaction. Based on the results of research that has been conducted based on the results of interviews and observations, it can be concluded that, the comfort of work in the Central Statistics Agency Office of Gowa Regency, has been well maintained where the work environment is in a clean and orderly situation with a comfortable and organized workspace. comfort is one of the indicators in the work environment variable which is in the very good category with a percentage level of 93.43%.

f. Adequate Facilities

Adequate facilities in the work environment play a crucial role in creating a comfortable, productive atmosphere and supporting employee well-being. These facilities encompass various aspects designed to meet the physical, mental, and social needs of employees. Available work equipment is also an important indicator of adequate facilities. This includes up-to-date computers and other technological devices, office equipment such as printers and copiers, and ergonomic desks and chairs to reduce the risk of injury and increase comfort. Work facilities not only support employee performance but also aim to improve the well-being of employees and their families. The importance of providing work facilities is also regulated in Law No. 13 of 2003 concerning Manpower, which states: a). To improve the welfare of workers/laborers and their families, employers are required to provide facilities. b). The provision of facilities as referred to in paragraph (1) is carried out by taking into account the needs of workers/laborers and the company's capabilities. c). Provisions regarding the types and criteria of facilities according to the needs of workers/laborers and the company's capabilities as referred to in paragraphs (1) and (2) are regulated by Government Regulation.

Adequate facilities are evaluated based on the availability and quality of infrastructure, equipment, resources, and services that support work activities and fulfill employee needs. From the results of interviews and observations, it can be concluded that the facilities at the Central Statistics Agency (BPS) Office of Gowa Regency are generally sufficient. The office features spacious and well-organized workspaces, well-maintained essential rooms,

and clean bathroom facilities. In addition, the availability of computers, printers, and other necessary tools adequately supports employees' daily tasks. Overall, the adequacy of facilities is categorized as very good, with an achievement level of 91.87% under the work environment variable.

Work Discipline

To determine the general picture of work discipline at the Central Statistics Agency Office of Gowa Regency. The data in this study are obtained from the distribution of research questionnaires concerning work discipline variables with a total of 32 respondents. Work discipline at the Central Statistics Agency Office of Gowa Regency, using five research indicators, namely the level of attendance, work procedures, obedience to superiors, work awareness, and responsibility. To determine the distribution of respondents' answers regarding the indicators used in this variable, the following analysis was conducted:

Table 3: Descriptive Analysis Per Work Discipline Indicator

No.	Indicator	n	N	%	Category
1	Attendance Rate	449	480	93,54	Excellent
2	Working Procedures	296	320	92,50	Excellent
3	Compliance with the Rules	292	320	91,25	Excellent
4	Work Awareness	299	320	93,43	Excellent
5	Responsibility	450	480	93,75	Excellent
Total		**1786**	**1920**	**93,02**	**Excellent**

Source: Results of SPSS V.23 data processing

The results of the descriptive analysis show that each indicator used to measure the picture of work discipline in the Gowa Regency Central Statistics Agency office, where the attendance level indicator is in the very good category with a percentage level of 93.54%, with a value of 449 out of a total value of 480, the work procedure indicator is in the very good category with a percentage level of 92.50%. with a value of 296 from a total value of 320, the indicator of compliance with the rules is in the very good category with a percentage level of 91.25% with a value of 292 from a total value of 320, the work awareness indicator is in the very good category with a percentage level of 93.43% with a value of 299 from a total value of 320, and the responsibility indicator is in the very good category with a percentage level of 93.75% with a value of 450 from a total value of 480. Based on the results of data analysis in table 3, the work discipline variable is in the very good category with a percentage level of 93.02%. The results of the analysis of the average (mean) and standard deviation of the work discipline variable are as follows:

Table 4: Results of the Analysis of the Average and Standard Deviation of Work Discipline Variables

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
Work Discipline	32	46	60	55.81	3.930
Valid N (listwise)	32				

Source: Results of SPSS V.23 data processing

Based on the results of the analysis of the average (mean) and standard deviation of work discipline, it shows that the average (mean) score of respondents' answers is 55.81 while the

standard deviation is 3.930. The data was obtained from indicators of attendance level, work procedures, compliance with rules, work awareness, and responsibility.

In this study, work discipline at the Gowa Regency Central Statistics Agency Office was measured using five research indicators: attendance rate, work procedures, adherence to regulations, work awareness, and responsibility. These indicators are described as follows:

a. Attendance Rate

Attendance is a key indicator of work discipline, demonstrating an employee's commitment and responsibility to their duties and responsibilities. Consistent and punctual attendance reflects an employee's dedication to their work and the company. This not only demonstrates that the employee respects company regulations and policies but also demonstrates respect for coworkers and superiors. Employees who are disciplined in their attendance tend to be more reliable and productive. They understand the importance of consistently contributing to team and company goals. Furthermore, good attendance helps maintain an efficient workflow and prevents delays or obstacles in completing tasks. High or low absenteeism rates affect employee productivity; higher absenteeism rates decrease productivity, while lower absenteeism rates increase employee productivity. Employees who consistently arrive on time according to the company's workday, with high motivation and work capabilities, and supported by adequate work facilities and infrastructure, will generate high productivity, and vice versa (Akib et al., 2022; Holovchenko, 2024; Pratiwi et al., 2019).

Attendance levels are measured by identifying the extent to which employees are expected to carry out work activities within the company, which is indicated by high and low employee attendance levels. Based on the results of the research that has been conducted, it can be concluded that the attendance level at the Gowa Regency Central Statistics Agency Office is very good, where employees always arrive on time and regularly so that work can be completed according to the predetermined schedule and targets. The attendance level is one of the indicators in the work discipline variable, which is in the very good category with a percentage level of 93.54%.

b. Work Procedures

Work procedures in work discipline are a series of procedures and policies implemented by an organization to ensure employees adhere to established standards of behavior and performance. This process begins with establishing clear policies and rules. Organizations must develop and document the policies, rules, and standards expected of employees. This includes a code of ethics, rules of conduct, and standard operating procedures that must be understood and agreed to by all employees. The next step is to disseminate these policies and rules to all employees. Effective training and communication are essential to ensure all members of the organization understand their expectations and responsibilities. Work procedures in work discipline are very important in an organizational context because they regulate employee behavior and performance according to established standards(Boreham et al., 2003; Jamaluddin et al., 2024; Maryani et al., 2021)

Work procedures are evaluated based on the degree to which employees adhere to the established rules and regulations that apply to all members of the organization. Findings from the research indicate that the work procedures implemented at the Central Statistics Agency (BPS) Office of Gowa Regency are well-structured and effectively maintained. Employees demonstrate compliance with existing guidelines, and management consistently reinforces the importance of following these procedures. Additionally,

attention is given to work ethics and communication practices, ensuring that employees perform each task according to the prescribed procedures, including the proper use of information systems. Overall, work procedures are categorized as very good, with an achievement level of 92.50% under the work discipline variable.

The Influence of the Work Environment on Work Discipline

1. Normality Test

The normality test in this study was conducted using the Kolmogorov-Smirnov method. The results presented below show the outcomes of the normality test for the work environment and work discipline variables, which were analyzed using SPSS version 23.

Table 5: Results of the Normality Test of the Work Environment and Work Discipline

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		32
Normal Parameters[a,b]	Mean	.0000000
	Std. Deviation	2.98738960
Most Extreme Differences	Absolute	.107
	Positive	.080
	Negative	-.107
Test Statistic		.107
Asymp. Sig. (2-tailed)		.200[c,d]

a. Test distribution is Normal.
b. Calculated from data.
c. Lilliefors Significance Correction.
d. This is a lower bound of the true significance.

Source: Results of SPSS 23 data processing

Based on Table 5, the results of the data normality test for the work environment (X) and work discipline (Y) variables obtained a significance value of 0.200. The basis for making decisions on the One-Sample Kolmogorov Smirnov Test normality test is if the significance value is > 0.05. Therefore, it can be concluded that the data is normally distributed because the significance value obtained is 0.200 > 0.05.

2. Product-Moment Correlation Analysis

Table 6: Results of Product Moment Correlation Test

Correlations

		Work environment	**Work Discipline**
Work environment	Pearson Correlation	1	.650**
	Sig. (2-tailed)		.000
	N	32	32
Work Discipline	Pearson Correlation	.650**	1
	Sig. (2-tailed)	.000	
	N	32	32

**. Correlation is significant at the 0.01 level (2-tailed).

Source: SPSS 23 data processing results

Based on the results of the product moment correlation analysis in table 6, it can be seen that the significance value of the two variables is 0.000 from the calculated r value of 0.650. The basis for decision making is that if the significance value is <0.05 then the two variables are correlated or if the calculated r value is greater than the table r value then the two variables are correlated. Based on this, it can be concluded that there is a relationship between the work environment (X) and discipline (Y) variables because the significance value obtained is 0.000 <0.05, and the calculated r value> r table, namely 0.650> 0.339. The correlation coefficient interval is at 0.60 – 0.79 so that the level of relationship is in the strong category.

3. Hypothesis Test (T-Test)

Hypothesis testing is used to determine the significant partial (independent) influence between the work environment variable (X) and the work discipline variable (Y). The results of the hypothesis testing in this study are as follows:

Table 7: Hypothesis Test Results (T-Test)

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients		
		B	Std. Error	Beta	t	Sig.
1	(Constant)	18.690	7.946		2.352	0.025
	Work environment	0.708	0.151	0.650	4.683	0.000

a. Dependent Variable: Work Discipline

Source: Results of SPSS 23 data processing

Based on the results of the hypothesis test (T-Test) presented in Table 7, the analysis shows a significance value of 0.000 and a calculated t-value of 4.683. According to the decision-making criteria for hypothesis testing, if the significance value is less than 0.05, it indicates that variable X has an effect on variable Y. In this study, the obtained t-count (4.683) is greater than the t-table value (1.694), which means H_0 is rejected and H_a is accepted. Therefore, the findings confirm that there is a positive and significant relationship between the work environment and work discipline at the Central Statistics Agency (BPS) Office in Gowa Regency.

4. Simple Linear Regression Analysis

Hypothesis testing is conducted to conclude conflicting tentative assumptions. In this study, there are two hypotheses. First, the work environment is assumed to have no effect on work discipline, and second, the work environment does have an effect on work discipline. To reach a conclusion regarding the hypotheses in this study, testing was conducted using the SPSS application.

Table 8: Results of Simple Linear Regression Analysis

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients		
		B	Std. Error	Beta	t	Sig.
1	(Constant)	18.690	7.946		2.352	0.025
	Work Environment	0.708	0.151	0.650	4.683	0.000

a. Dependent Variable: Work Discipline

Source: Results of data processing SPSS V. 23

The results of the simple regression calculation above show that the constant coefficient value is 18.690 and the coefficient of variable X is 0.708 so that the regression equation Y = 18.690 + 0.708X is obtained. Based on the equation above, the constant value is 18.690 mathematically, this constant value states that when Variable X is 0, then profitability (Y) has a value of 18.690. Furthermore, the positive value (0.708) contained in the regression coefficient of variable X illustrates that the direction of the relationship between variable X and variable Y is unidirectional where each increase in one unit of variable X will cause an increase in variable Y of 0.708. So it is concluded that the work environment X with work discipline (Y) has a unidirectional relationship. The results of the coefficient of determination in this study are:

Table 9: Value of Determination Coefficient

Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	0.650a	0.422	0.403	3.037

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

Source: Results of data processing SPSS V. 23

Based on the table above, the R Square value (determinant coefficient) is 0.422, which means the influence of the independent variable (X) on the dependent variable (Y) or the large influence of the work environment (X) on work discipline (Y) is 42.2 percent, meaning that 42.2 percent of the Y variable is influenced by the X variable while the remaining 57.8 percent is influenced by other factors that have not been studied in this study. The influence of the high and low coefficient of determination uses the guidelines put forward by Guilford (1964) as follows:

Table 10: Interpretation of the Impact Level

Statement	Information
< 4 %	Very low influence
5 % - 16 %	Low but definite influence
17 % - 49 %	The influence is quite significant
50% - 81 %	High or strong influence
> 80 %	Very high influence

From the table above, it can be concluded that the influence of the work environment (X) on work discipline (Y) is quite significant. The work environment and work discipline are interrelated and have a reciprocal relationship that supports the achievement of a company's goals. A conducive work environment can improve employee work discipline, as they feel motivated and inspired to perform better. A good work environment is closely linked to employee work discipline. A conducive work environment can create an atmosphere in which employees feel more motivated, focused, and responsible for their work. Factors such as support from superiors and coworkers, clarity of tasks, effective communication, and comfortable and safe physical conditions all contribute to improving employee work discipline. The relationship between the work environment and employee work discipline is very close. A conducive work environment tends to create conditions in which employees feel

motivated, responsible, and focused on their work (Hafeez et al., 2019; Ong et al., 2021; Saidi et al., 2019; Sutaguna et al., 2023)

This study was conducted with 32 employee respondents at the Gowa Regency Central Statistics Agency Office. The results showed that the work environment influences work discipline. Therefore, it can be concluded that an adequate work environment is essential for employee work discipline. Based on the research results, it was found that there was a positive and significant influence between the work environment and employee work discipline at the Gowa Regency Central Statistics Agency Office of 42.2% and was influenced by other variables not included in this study, therefore it can be concluded that the research hypothesis was accepted.

CONCLUSION

This study aims to determine the influence of the work environment on work discipline at the Gowa Regency Central Statistics Agency Office. Based on the formulation of the problem and the results of the data analysis obtained, the results of the study can be concluded as follows: The work environment (X) at the Gowa Regency Central Statistics Agency Office is in the very good category with a percentage of 87.44 percent. The work environment variable is measured using six indicators, namely smoothness, security, safety, cleanliness, comfort, and adequate facilities. Work discipline (Y) at the Gowa Regency Central Statistics Agency Office is in the very good category with a percentage level of 93.02 percent. The work discipline variable is measured using five indicators, namely attendance rate, work procedures, compliance with rules, work awareness, and responsibility. There is a positive and significant influence between the work environment on work discipline at the Gowa Regency Central Statistics Agency Office of 42.2 percent. And influenced by other variables not included in this study.

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