

**"THE EFFECT OF WORK DISCIPLINE AND NON-PHYSICAL WORK  
ENVIRONMENT ON EMPLOYEE PERFORMANCE  
(Case study on production CV.Sahabat Collection)"**

**ABSTRACT**

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The purpose of this study is to explain the influence of work discipline variables and non-physical work environment on the performance of employees in the production department of CV.Sahabat Collection. Data collection was carried out by disseminating questionnaires, interview, observations,an documentation. This type of verifiable research by using a quantitative approach and using explanatory research methods carried out through data collection in the field. The population used is employees of the CV.Sahabat Collection production department which amounts to 59 employees. The sampling technique uses the saturated sample technique. The data analysis method uses validity test, reliability test, classical assumption test, multiple linear regression analysis, hypothesis test through test and coefficient of determination test (R<sup>2</sup>) with the help of spss version 23. Based on the results of the study showed that: 1. Work discipline is able to improve employee performance, 2. Non-physical work environment is able to improve employee performance.

**Keywords : Work discipline, Non-physical environment, Employee Performance**