
Work Environment, Work Ability and Work Discipline in Improving Employee Performance

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Abstract:

Organizations can be developed because of the role of human resources. They are executors of all organizational activities. Qualified human resources must be recruited so that the organization can achieve its target. The basic problem in the sub district office is how to spur employee performance to always improve. Excellent employees will contribute significantly to achieving the institution's goals. This study aims to analyze and examine the factors influencing employee performance at the Pringgasela District Office, East Lombok. These factors include work environment, work ability and work discipline. The research used the quantitative with regression analysis method. The data was collected using questionnaires distributed to all employess Pringgasela District Office. The sampling method used is census sampling technique with a total population of 32 employees. The data were analyzed with IBM SPSS version 21 and analysis was carried out by several tests such as validity test, reliability test, classic assumption test, linear regression analysis and coefficient of determination test. The results of this study indicate that partially, work environment, work ability and work discipline have a positive and significant effect on employee performance. Simultaneously, work environment, work ability and work discipline have a positive and significant effect on employee performance at the Pringgasela District Office, East Lombok. The findings can be a reference for government in the district area in order to improve employee performance that has a good impact on the quality of public services to the citizens.

Keywords: *Work Environment, Work Ability, Work Discipline, Employee Performance, Pringgasela District Office*

1. Introduction

The implementation of Law No. 23/2014 on Regional Government is expected to improve the welfare of the community by improving services and competitiveness while still prioritizing the principles of justice. Service and empowerment aspects as well as government management must be managed in a good way. The principles need to be implemented, namely legal certainty, efficiency, functionality, transparency, compliance and accountability. (Kartono et al., 2022). The implementation of regional autonomy is expected to achieve a balance between the rights and obligations to self-regulate government affairs based on the potential of each region so that the dependence of central government intervention is reduced in the aspect of increasing the efficiency and effectiveness of services to the community. (Hermansyah et al., 2022).

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In this era of reform, every agency requires professional institutional management and is supported by the strength of human resources with certain qualifications to have a positive impact on the development of the organization. Human resources in government agency activities have an important position that acts as the main driver as well as the determinant of the success and progress of the organization. (Dunggio, 2022). The measure of a good performance in government agencies is reflected in the professionalism of the organization's apparatus in carrying out its functions properly and purposefully. In public organizations, there are program goals that have been planned and must be pursued for realization. Within the scope of any public organization, what must be considered is how the performance of the apparatus has met the established capacity standards. (Aula et al., 2022).

The sharpest spotlight in government administration from the aspect of the number of readiness, education and professionalism is related to Human Resources (HR). The implementation of government as part of the realization of the sovereignty of each region requires the protection of strong state apparatus. (Nur, 2017). The thing that has become a strong discussion related to the implementation of regional autonomy is related to the potential of local governments when considered in terms of regional apparatus, whether it is able to support government activities, development and public services. Many regions recognize that the human resource capacity of regional apparatus still needs quality improvement. (Erpina et al., 2014).. The sub-district office as part of the government office plays an important role in improving the quality of public services, providing facilities and infrastructure and preparing plans for providing facilities for the community.

The success of public service agencies in carrying out their activities is measured by the achievement of their performance, both individual and institutional performance. The achievement of this performance target must be the main concern of the organization, because it will have a broad impact on the organization and its existence. Performance is the *output* produced by employees in quantity and quality. (Diar et al., 2015; Situmeang, 2016).. Employee productivity at work is greatly influenced by how the working environment is run, how the work ability of each employee and how the employee's work discipline is every day, so it must receive serious attention from the organization. Likewise, the performance of employees at the Pringgasele Sub-District Office, East Lombok as a representative of government institutions serving the public is also influenced by many factors, such as work environment factors, work ability and work discipline are fundamental factors to be carried out properly so that institutional goals can be achieved. In general, employee performance is the ratio between *input* and *output*. Employee performance is very important, every government agency's success is largely due to its diligent employees who have excellent productivity. Work productivity is the most important factor in order to be able to form a competitive and optimally performing organization.

In order to achieve the success of a government agency, employee performance must be improved with a conducive work environment. Because this relates to aspects of work, both work psychology, regulations and also comfort among fellow employees. The work environment as a place of interaction for employees where they carry out

activities every day must be fulfilled with a sense of comfort, cleanliness and friendliness. (Tantri & Saluy, 2021). Performance can be encouraged if employees feel comfortable in their work environment. However, a non-conducive work environment can cause performance to decline. Each agency has various ways of creating a comfortable work environment in order to influence its employees so that they simultaneously help the institution achieve its target goals. (Wijaya & Susanty, 2017). Research results (Funny & Widjaja, 2020; Parapat et al., 2020) stated that employee performance at work is influenced by the work environment, so if you want to increase work productivity, the work environment must be optimized.

On the other hand, employee performance is also determined by the employee's own work ability. Work ability is a characteristic of each employee, for example intellectual intelligence, communication, operating hardware/software, or traits as a person's strength to be able to complete their work. There is a strong relationship between ability and a person's physical and mental condition at work. Employees are now increasingly required to have qualifications that not everyone has, so low performance is caused by low employee abilities. (Siagian, 2017). The important role of work ability for government agencies is because it is one of the main factors for employees to work together to carry out management activities so that targets are achieved. The ability to influence subordinates in order to realize organizational goals is one of the motivational processes carried out by the leader. Managerial ability determines the success or failure of the organization (Hasibuan, 2012). In line with research (Sekartini, 2016; Sumiati & Sumarta, 2023). It is said that work ability can be improved through periodic coaching and development for employees so that it will produce employees who make every effort to achieve what is intended.

Besides considering work environment issues, institutions must also pay attention to employee discipline. This is a form of compliance with the specified rules. In essence, this work discipline is expected to be able to reflect the personality of employees, because goals will be achieved when discipline can be applied optimally. (Maharani & Laksono, 2018). The conducive atmosphere of the organization will be realized if employees have high discipline so that it has a good effect on the activities of the organization. The company certainly expects all its employees to obey every rule given. So it must be instilled in oneself to always be disciplined because it will have an impact on the implementation of responsibilities and duties as an employee. This work discipline aims to make employee behavior and actions orderly so that it is easy for the organization to achieve its goals. (Nugrahaningrum et al., 2018).

For government agencies, adequate improvement in employee performance can be used as the main capital in optimal organizational development including introducing organizational services. The conducive work environment achieved, employees will become more comfortable at work so that performance improves. But when work ability and discipline are not achieved, it will also have an impact on not maximizing employee performance. The purpose of this research is to analyze the effect of work environment, work ability and work discipline on employee performance at the Pringgasela Sub-District Office, East Lombok Regency.

2. Theoretical Background

Work Environment

There is a physical work environment, namely the workplace as a supporter of work efficiency, influential things such as lighting, humidity, spatial arrangement, conducive sound and security. While non-physical work environment conditions are all activities related to work ties, such as the ability to foster harmonious relationships with coworkers and superiors, being able to cooperate and establish communication. (Sedarmayanti, 2001). Everything that is around employees and is able to influence job satisfaction to carry out work so that optimal results are achieved is referred to as the work environment. This work environment greatly supports workers to complete tasks and produce optimal performance. (Pandi, 2018).

The maximum results of employee work are strongly supported by a good work environment, because the environment is the location where work is carried out. The conducive work environment encourages workers to be more active to improve their performance, because a sense of comfort is formed in the surrounding work environment. Organizations should be able to create conditions that can improve good cooperation between all parties in the organization. A family atmosphere, communication and self-control are conditions that should be achieved. The work environment also correlates to employee behavior and attitudes because it has to do with psychology, such as he level of boredom at work, fatigue and monotonous work. (Mangkunegara, 2010).

Employability

In carrying out government duties, development obligations, and service to the community, good expertise is needed whose requirements must be met. Not everyone can carry out state administration so that it is grouped into types of professions. The management of this state administration cannot be carried out by everyone except individuals who have a high level of education accompanied by sufficient expertise and experience. (Widodo, 2004). Employees have a very crucial position in terms of increasing productivity, technology and work tools are human creations, so it is humans who are able to understand these instruments. Work ability is strongly influenced by expertise, education level and insight because with high expertise, the quality of work is getting better. Conversely, low expertise will have a negative impact on the quality of employee work (Emron et al., 2016). (Emron et al., 2016).

Work ability is closely related to the situation that exists in a person's soul who has seriousness and success in doing work so that optimal results can be achieved. There are three aspects of measuring employee ability, namely expertise, physical and mental aspects. These three aspects must be able to create something in line with work demands, so these three aspects must run harmoniously. A person's ability can be driven by the individual along with the individual's talents, personality tendencies. Usually, talents and interests in humans are honed through formal education. Education can be applied in doing a job with good results. The ability of employees is reflected in the intelligence of their knowledge and education. A person's character that is carried from birth or learned which results in a person being able to complete

his work. Work ability is one of the maturity factors related to the insight or expertise gained by individuals from education, training and experience in life. (Mangkuprawira & Hubeis, 2007).

Work Discipline

Individual responsibility for completing tasks and obligations given to him which can increase his enthusiasm for work is a reflection of high discipline in employees. In general, good individual discipline can be assessed when employees come to work on time and never skip work. They provide good quantity and quality of work, follow the work rules established by the organization and their work is completed optimally. (Hasibuan, 2016). The discipline of each employee can affect performance presentation and it is important for institutions to enforce discipline on their employees. Cultivating the nature of employee self-discipline is very important because it encourages individuals to carry out actions and activities based on the provisions and rules that have been outlined. Satisfaction has a strong relationship with employee actions related to their work, the work atmosphere and cooperation between employees and their superiors. (Rivai, 2004).

Good discipline at work will be able to improve performance. Discipline is a behavior and temperament to comply with the rules and a process that is able to make individuals enforce and develop the goals of an organization in an objective manner by promoting compliance with organizational rules. Discipline is used as a measure in order to give reprimands or sanctions to subordinates because there are violations of procedures and rules. Work discipline is used by managers as an instrument to communicate with their employees so that they have the desire to change behavior and also as an effort to increase understanding and readiness of individuals to follow company rules and social norms in society. (Torang, 2013).

Employee Performance

Performance is concretely called results at work, because it can be assessed and measured what employees provide when carrying out their duties based on size and time criteria. Performance assessment is measured by the quantity and quality that employees produce when carrying out tasks based on their responsibilities. (As'ad, 2003). The results of this work are material or non-material in nature. Organizations assess performance by conducting individual job evaluations, through this activity, personnel decisions can be improved, and employees can get feedback on their performance. Employee performance is assessed to minimize deviant attitudes by rewarding performance. (Bangun, 22012).

The success of performance management is based on work appraisal because it directly reflects the organization's plan. Organizations have a framework that links *individual performance* to group performance (*organization performance*). Goals must be achieved by the organization through various activities carried out by individuals and active groups as actors. The determination of organizational performance is in the hands of employees because they are the executors of work activities. (Sudarmanto, 22009).

The Effect of Work Environment on Employee Performance

Performance is closely related to the work environment. Because the work environment is not conducive to causing discomfort when employees carry out their duties and it has an impact on the performance achieved. Targets will be difficult to achieve if performance is not optimal. Good environmental conditions can create a sense of comfort at work and of course employees will be able to provide their best performance. (Wijaya & Susanty, 2017). The main factor determining performance is the work environment itself. Adequate facilities and conducive workplaces such as harmonious relationships between employees and employees with superiors can create a sense of comfort while working so that they are encouraged to create the best performance. Research conducted by (Aslia, 2019; Liah, 2016) stated that there is a relationship between the work environment and performance, which is positive and significant. The work environment can create effective cooperation so that productivity can increase. The hypothesis proposed in this research is:

H1 : The work environment has a positive and significant influence on employee performance.

The Effect of Work Ability on Employee Performance

The value of personal ability in regional organizations makes it a strength to face every problem in the work environment. The personal capabilities formed by a good process have a good impact on the quality of the organization's work. In the aspect of carrying out administration, organization and dedication to society, excellent expertise and skills as well as a number of qualifications are required. Expertise in state administration work, not everyone is pursued because it must be accompanied by a trail of higher education and have experience related to administration, expertise, professionalism towards work. (Budiyatno et al., 2022).. The quality of work is based on the employee's expertise, such as education level, insight and experience where if the level of expertise is high, employee performance will also increase. Therefore, government staff are required to have certain prerequisites needed for a position, because not everyone has the expertise to do their job. The poor quality of employee work is the result of low employee competence itself. Work-related ability is a state when individuals are serious, competitive and successful in completing work so as to get optimal results. As research from (Halawa, 2022; Nathaniel & Khaerana, 2023) indicate that there is a positive and significant implication of work ability on employee performance in the sub-district office. This work ability determines the level of employee work productivity. So, the researcher proposes a hypothesis namely:

H2 : Work ability has a positive and significant influence on employee performance

The Effect of Work Discipline on Employee Performance

The organization will benefit a lot if the level of employee discipline is high. Signaling a decrease in work discipline causes losses for the agency. Likewise in the field of public services, discipline is very important to instill in an organization because it can have an influence on the quality of employee work. The high level of discipline will be directly proportional to employee performance. The spirit of work of employees can be encouraged by instilling discipline. Performance can be developed through good discipline, encouraging employees to carry out actions and activities based on applicable norms and rules. Actions and attitudes taken are no longer felt as a burden

of obligation if they can understand the meaning of discipline, but someone will be burdened if they do not act according to the attitude of discipline. So it can be said, discipline in work is the act of obedience, order, responsibility and loyalty of employees to comply with the rules that have been determined in the organization. The regulation is said to be effective if the employee takes the action desired by the organization. Work discipline is reflected when employees enter the office on time, utilize office equipment properly, have satisfactory work *output* and have high work enthusiasm. Research conducted (Laosoh et al., 2022; Sazly & Winna, 2019) indicate a positive and significant implication of work discipline on employee performance in the sub-district office. This work discipline determines the level of employee work productivity. So that researchers propose a hypothesis, namely:

H3 : Work discipline has a positive and significant influence on employee performance.

3. Methodology

This research uses quantitative methods with regression analysis to explore the correlation between variables. In this research, the author uses primary data obtained and collected directly from each respondent as seen from the answers to the questionnaires that have been distributed to employees at the Sub-District Office. Sampling in this research uses the census *sampling* technique (saturated sampling). *Census sampling* is a way of determining the sample, namely using all members of the population as the sample. Meanwhile, secondary data in this research comes from documents related to research topics, be it books, journal articles and the like. The sample used as the object is all employees in the Pringgasela Sub-District Office, East Lombok Regency, totaling 32 people. There are two variables in this study, the independent variable and the *dependent variable*.

a) *Independent Variable*

The independent variables are Work Environment (X_1), Work Ability (X_2) and Work Discipline (X_3).

b) *Dependent Variable*

The dependent variable is Employee Performance (Y).

After all the data is obtained, it is then analyzed using SPSS 21 *for windows software*. Using several test methods, namely validity, reliability, classical assumptions, multiple linear regression analysis to the coefficient of determination test.

4. Empirical Findings/Result

Validity and Reliability Test

The purpose of carrying out the validity test is to ensure that each questionnaire question that has been distributed by researchers is valid so that it can be used to obtain data correctly. Obtained from the comparison between r_{count} and r_{tabel} with the provisions of $df = n-2$ and $\alpha 0.05$. When the *Pearson Correlation* value $> r_{\text{tabel}}$, it will be concluded that it is valid.

Table 1. Validity Test

Variable	<i>Pearson Correlation</i>	R-table ($\alpha = 5\%$)	Validity Results
Employee Performance	0,606	0,388	Valid
Work Environment	0,620	0,388	Valid
Employability	0,679	0,388	Valid
Work Discipline	0,648	0,388	Valid

Source: SPSS Processed Data, 2023

Based on the results obtained in table 1, it is concluded that employee performance, work environment, work ability and work discipline have a *Pearson Correlation* score $> r_{\text{tabel}}$. So it is said that all these questions are valid so that they can become valid measuring instruments.

The reliability of a variable is determined if the *Cronbach's Alpha* score is > 0.6 . If the reliability < 0.6 indicates that it is not good, but if 0.7 is categorized as good and the reliability of the good category is more than 0.8.

Table 2. Reliability Test

Variables	<i>Cronbach's Alpha</i>	<i>N of Items</i>	Description
Employee Performance	0,743	6	Reliable
Work Environment	0,758	6	Reliable
Employability	0,728	6	Reliable
Work Discipline	0,755	6	Reliable

Source: SPSS Processed Data, 2023

Based on table 2, the *Cronbach's Alpha* score on employee performance = 0.743, work environment = 0.758 and work ability = 0.728 and work discipline = 0.755. It can be concluded that this study is acceptable and reliable.

Normality Test

According to the opinion (Ghozali, 2018), this test can be done with the *One Sample Kolmogorov Smirnov* test, namely if the Asymp Sig (2-tailed) score > 0.05 , it is said that there is a normal distribution in the data. However, if the Asymp Sig (2-tailed) score < 0.05 , it states that there is no normal distribution in the data.

Table 3. Normality Test

		Unstandardized Residuals
N		32
Normal Parameters ^{a,b}	Mean	,0000000
	Std. Deviation	1,31090516
Most Extreme Differences	Absolute	,030
	Positive	,032
	Negative	-,030
Kolmogorov-Smirnov Z		,655
Asymp. Sig. (2-tailed)		,375

a. Test distribution is Normal

b. Calculated from data.

Source: SPSS Processed Data, 2023

Based on table 3, the significance score (2-tailed) was found to be 0.375. Because the significance value is (2-tailed) $0.375 > 0.05$, it is stated that there is a normal distribution in the data so that it can be used.

Multicollinearity Test

In regression equations, multicollinearity problems are not found if $VIF < 10$ and $Tolerance > 10$.

Table 4. Multicollinearity Test

Model	Unstandardized Coefficients		Standardized Coefficients		Collinearity Statistics	
	B	Std. Error	Beta		Tolerance	VIF
1 (Constant)	6,034	3,337				
Work Environment	,357	,110	,246		,745	1,355
Employability	,355	,145	,417		,738	1,242
Work Discipline	,331	,150	,360		,750	1,145

a. Dependent Variable: Employee Performance

Source: SPSS Processed Data, 2023

Referring to table 4, the overall independent variable in this research has a value > 0.10 (tolerance > 0.10). While the VIF value is less than 10 ($VIF < 10$). It can be concluded that multicollinearity symptoms are not found among the independent variables.

Autocorrelation Test

In this study, the authors used the Durbin-Watson Test in order to test for autocorrelation. If $D-W > (dU)$ and $< (4-dU)$ indicates that there is no autocorrelation.

Table 5. Autocorrelation Test Results

Model	R	R Square	Adjusted R Square	Durbin-Watson
1	,672 ^a	,477	,519	1,783

Source: SPSS Processed Data, 2023

Based on table 5, $1.652 < 1.783 < (2.341)$ and an autocorrelation of 0 is obtained, indicating that autocorrelation is not found in this research.

Heteroscedasticity Test

The goodness of the regression model is seen from the presence or absence of heteroscedasticity. This study uses the *Glejser* test, where the significance score is less than 5% (0.05), then heteroscedasticity is not found.

Table 6. Heteroscedasticity Test

Model		Unstandardized Coefficients		Standardized Coefficients		
		B	Std. Error	Beta	T	Sig.
1	(Constant)	2,274	1,017		-,014	,789
	LK	,442	,072	,097	,346	,661
	KK	,164	,177	,139	,682	,536
	DK	,168	,044	,075	,263	,767

Source: SPSS Processed Data, 2023

Based on Table 6, the independent variables used are above 0.05, so the test results show that heteroscedasticity is not found.

Multiple Linear Regression Analysis**Table 7. Multiple Linear Regression**

Model		Unstandardized Coefficients		Standardized Coefficients		
		B	Std. Error	Beta	T	Sig.
1	(Constant)	6,024	3,235		1,874	,076
	LK	,383	,217	,398	2,508	,003
	KK	,366	,155	,418	2,356	,000
	DK	,331	,150	,366	2,066	,002

Source: SPSS Processed Data, 2023

Based on table 7, the constant value (α) of 6.024 while obtained (β) 0.383 by Work Environment, score (β) 0.366 obtained Work Ability and score (β) 0.331 obtained by Work Discipline, the equation is formed, namely:

$$Y = a + \beta X_{11} + \beta X_{22} + \beta X_{33} + e$$

$$Y = 6.024 + 0.383X_1 + 0.366X_2 + 0.331X_3$$

Description:

1. The constant value of 6.024, means that if the Work Environment, Work Ability and Discipline (X_1 , X_2 and X_3 are 0), it indicates a percentage of 6.024 owned by Employee Performance (Y).
2. The coefficient value of Work Environment (X_1) is positive, namely 0.383, meaning that every increase in Work Environment 1 unit, causes an increase of 0.383 in Employee Performance by 0.393.
3. The coefficient value of Work Ability (X_2) is positive, namely 0.366, meaning that an increase of 1 unit that occurs will be accompanied by an increase in Employee Performance of 0.366.
4. The coefficient value of Work Discipline (X_3) is positive, namely 0.331, meaning that an increase of 1 unit that occurs will be accompanied by an increase in Employee Performance of 0.331.

Simultaneous Test (F Test)

When the significance is <0.05 , it means that H_0 is rejected, meaning that the independent and dependent variables have a significant effect. If the significance value is > 0.05 , it indicates the acceptance of H_0 , so it can be stated that the independent and dependent variables have no influence.

Table 8. Simultaneous Test

Model	Sum of Squares	df	Mean Square	F	Sig.
Regression	36,505	3	18,252	10,027	0,001 ^b
Residuals	41,760	29	1,440		
Total	78,165	32			

Source: SPSS Processed Data, 2023

According to the results obtained from table 8, it can be stated that the F_{count} value is 10.027 and F_{tabel} 24.64, systematically obtained a significant value of 0.001 <0.05

significant level, so it is said that simultaneously X_1 , X_2 and X_3 affect Employee Performance (Y).

Partial Test (t test)

If the resulting probability <0.05 , it is stated that there is a significant implication of the *independent variable* to the *dependent variable*. If the resulting probability > 0.05 , it is said that it will not have a significant effect.

Table 9. Partial Test (t test)

Model		Unstandardized Coefficients		Standardized Coefficients		
		B	Std. Error	Beta	T	Sig.
1	(Constant)	6,024	3,235		1,874	,076
	LK	,383	,217	,398	2,508	,003
	KK	,366	,155	,418	2,356	,000
	DK	,331	,150	,366	2,066	,002

Source: SPSS Processed Data, 2023

Referring to table 9, Work Environment (X_1) has a significance of 0.003 <0.05 . Signaling the acceptance of H_1 and the rejection of H_0 , so that employee performance at the Pringgasela Sub-District Office, East Lombok Regency is influenced by the Work Environment. Work Ability (X_2) has a significance of 0.000 <0.05 . Signaling the acceptance of H_2 and the rejection of H_0 , so that employee performance at the Pringgasela Sub-District Office, East Lombok Regency is influenced by Work Ability. Work Discipline (X_3) has a significance of 0.002 <0.05 . Signaling the acceptance of H_1 and the rejection of H_0 , so that employee performance at the Pringgasela Sub-District Office, East Lombok Regency is influenced by Work Discipline.

Coefficient of Determination Test

This test is expected to produce an r squared score that is greater than 0.5, because a good value is between 0 and 1.

Table 10. Test Coefficient of Determination (R^2)

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,672 ^a	,477	,519	1,783

a. Predictors: (Constant), Work Environment, Work Ability, Work Discipline

Source: SPSS Processed Data, 2023

Based on table 10, it is known that the Adjusted R Square value is 0.519, indicating that the *independent variable* (environment, ability and work discipline) affects the *dependent variable* (employee performance) by 51.9% and the remaining 48.1% is not studied in the research.

5. Discussion

The Effect of Work Environment on Employee Performance

Based on data analysis, the Work Environment affects Employee Performance at the Pringgasela Sub-District Office as evidenced by the probability of $0.003 < 0.05$. The work implementation of each employee is influenced by the state of their work environment, good performance will be produced when the organization is able to conducive the work environment for them. Often employees are less eager to work because they are bored with the routine they face and are not conducive to their work environment, so supporting facilities and facilities must be provided for the smooth work and implementation of employee responsibilities in the community service office. The stimulation of employees' work enthusiasm is caused by a work atmosphere that can increase their productivity. The dynamic nature of the work environment turns out to be able to make employees carry out work comfortably and happily if they continue to strive for comfortable conditions for them so that the best performance can be produced (Nawawi, 2011). This is in line with research from (Aslia, 2019; Tantri & Saluy, 2021) stated that the work environment has a positive and significant effect on employee performance. So that the performance of employees at the Pringgasela Sub-District Office, East Lombok Regency is influenced by the work environment.

The Effect of Work Ability on Employee Performance

Based on data analysis, Work Ability affects Employee Performance Performance at the Pringgasela Sub-District Office as evidenced by the probability of $0.000 < 0.05$. Ability is a person's power in completing various obligations that exist in the workplace. Ability can be expressed as the interest and ability of employees to do and complete work with good results and get the desired results. The quality of individual work is very dependent on the abilities it has. It is difficult for individuals to work well because of their low abilities, even though these individuals have high motivation to work. The same is true with the level of individual job satisfaction. Someone who works in a company but does not have reliable abilities will find it difficult for him to obtain optimal work results. As research (Halawa, 2022; Nathaniel & Khaerana, 2023) indicate that the work environment has a positive and significant effect on employee performance. So that employee performance at the Pringgasela Sub-District Office, East Lombok Regency is influenced by work ability.

The Effect of Work Discipline on Employee Performance

Based on data analysis, Work Discipline affects Employee Performance Performance at the Pringgasela Sub-District Office as evidenced by the probability of $0.002 < 0.05$. The understanding and ability of individuals to comply with all organizational rules and social norms of society is called work discipline. The high level of work discipline can support the improvement of work quality. Employees who have good discipline at work can do their best to complete their duties, which in the end can obtain optimal performance for the progress of an agency. Employees who have high discipline are usually effective in completing their work and applying the procedures formulated by the organization and have high integrity. It will automatically improve performance and make it easier for the organization to achieve its targets. So it is said that work

discipline is the core capital to achieve maximum employee performance. This is in line with research (Laosoh et al., 2022; Sazly & Winna, 2019) that work discipline has a positive and significant effect on employee performance. So that employee performance at the Pringgasela Sub-District Office, East Lombok Regency is influenced by work discipline

5. Conclusions

Based on the results of research and discussion, that the work environment and work ability and work discipline have a positive and significant impact on employee performance at the Pringgasela Sub-District Office, East Lombok Regency. The conducive work environment achieved will motivate employees to further optimize their performance. Employees with high work ability and good discipline tend to have high work performance. The work environment, work ability and work discipline have an Adjusted R Square value of 51.9% and the remaining 48.1% is influenced by other variables. The results of this study are expected to contribute to the development of science as well as input for the leadership of the Pringgasela Sub-District Office to focus more on providing comfort and welfare and enthusiasm to employees

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