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Influence Environment Work, Motivation Work, And Discipline Impact Of Work On Employee Performance At Yunomia Café

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Abstract

Researchers at Yunomia Café hoped to learn more about the influence of work environment, motivation, and discipline on employee performance by conducting this study. Quantitative research methods were used in this study. A total of 35 respondents were interviewed. chosen from all over employee Yunomia Cafe, Which form population The research used a saturated sampling technique. Multiple linear regression was the technique used to analyze the data. Work motivation, discipline, and work environment all significantly influence employee performance simultaneously, according to a t-test study, where the calculated f value was 24.327 > f table 2.91 with a significance level of <0.05. These characteristics have a positive and statistically significant impact on employee performance. Yunomia Café, which on it's his turn own impact positive And significant in a way statistics on place Work motivation, employee morale, and productivity, according to the t-test results. Work environment characteristics, work motivation, and work discipline accounted for 67.3% of the variation in employee performance at Yunomia Café, according to the adjusted R2 value of 0.673 from the coefficient of determination study. Other factors accounted for the remaining 32.7%.

Say Key: Environment Work, Motivation Work, Discipline Work, Performance Employee.

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INTRODUCTION

In every place Work, Good That business and organization, source Power Human resources (HR) are very important, and employee performance is crucial to achieving business goals. or organization. There is a number of characteristic important Which, according to theory And Experiments, significantly correlate with good employee performance. Every business must manage its operations as efficiently as possible due to the fast-paced nature of the times and intense competition between businesses. Therefore, to ensure the company's success Which sustainable in reach the purpose, business must with carefully and precisely select the best human resources.

The work environment is one of the factors that influences worker productivity. An ideal physical and non-physical work environment can have a positive impact on worker well-being, safety, and work output. physique Which appropriate covers facility Which functioning full And place A healthy work culture, support from superiors and managers, and harmonious and comfortable interactions between coworkers create a non-physical environment. Employee performance is ultimately influenced by their tendency to be more engaged and enthusiastic in their work. they when they feel supported And comfortable in place Work they.

An employee's internal psychological desire to achieve organizational or business goals is known as work motivation. These can be extrinsic variables such as salary, benefits, and promotions, or intrinsic reasons such as job happiness, recognition, and improvement self, can become source motivation. Worker Which motivated Intrinsically or extrinsically motivated employees will demonstrate initiative, commitment, and effort in completing their tasks, which will improve their performance within the organization. On the other hand, unmotivated workers typically produce less at work.

Employee compliance with business policies, practices, and standards is known as discipline Work. Appropriate time, follow guidelines operational, And Being responsible for completing tasks is an example of work discipline. The quality and quantity of work produced or the achievement of employee performance desired by the company is directly influenced by disciplined employee compliance with company rules, consistency, and expectations. Businesses will experience delays, errors, And loss consequence lack of discipline staff. Discipline employee Which Effectiveness also shows that the business can maintain the quality and loyalty of its workforce .

Yunomia cafe is place study Which in choose by researchers, Yunomia café is a business specializing in contemporary beverages and food in Binjai. The owner of Yunomia café provides a unique hangout spot for young people, featuring a greenhouse

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theme and direct views of rice fields. Yunomia café also provides Instagrammable photo spots for influencers and young people. Yunomia café is located at Jl Wijaya Kusuma, Gg Kasturi No. 31, Kebun Lada, North Binjai, Binjai City.

Formulation The problem of this research is how environment Work influential significant to performance employees at Yunomia Café?, How does work motivation have a significant effect on employee performance at Yunomia Café?, How does work motivation have a significant effect on employee performance at Yunomia Café?, How does work motivation have a significant effect on employee performance at Yunomia Café?, How does work motivation have a significant influence ... Work discipline has a significant influence on employee performance at Yunomia Café? How is the Environment? Work, Work motivation, Work discipline simultaneously have a significant effect on employee performance at Yunomia Café?

Objective This research is to analyze the influence environment Work on performance employees, For analyze influence motivation Work to performance employees, For analyze influence Discipline to performance employees, and for analyze influence Environment Work, Motivation Work, Work discipline on employee performance.

LITERATURE REVIEW

THEORY ABOUT ENVIRONMENT WORK

Understanding Environment Work

According to Herlinda (2021:122), "The work environment is everything that surrounds employee And potential motivating they For finish tasks that have been allocated to them". According to Saputra (2021:2), "The work environment is the social, psychological, and physical aspects of an organization that influence the ability of employees to do their jobs".

Indicator Environment Work

According to Budiasa (2021), "Workplace indicators that are often used to measure support and comfort include:

1. Environment place Work, Which referring to on elements in around workplace that can affect worker comfort and concentration.
2. Relationships between coworkers, showing the quality of social interaction and cooperation
3. Work facilities and equipment, namely the availability of adequate tools to carry out

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tasks

Indicators This used as reject measuring For see how much conducive working environment for employees".

Theory about Motivation Work

Understanding Motivation Work

According to Mangkunegara (2021:93), "Work motivation is the need to fulfill the driving demands of employees so that they can adapt to their environment."

According to Irman (2021), "Motivation Work is What Which produce enthusiasm or passion for one's work".

Indicator Work motivation

ACCORDING TO ABRAHAM MASLOW (2021), "SIGNS OF MOTIVATION IN WORKPLACE :

1. Level satisfaction they to position And place their work .
2. Level bond emotional And behavior worker with work they.
3. Level recognition of achievement And workers' efforts .
4. Level autonomy Which owned worker in handle task and obligations.

How much Good worker understand objective And standard work they. Ambition worker For get work". Theory about discipline Work.

Understanding Discipline Work

According to Hermayanti and Maro (2022), "Work discipline is a method used by managers to interact with employees to increase their understanding and commitment to complying with all company regulations."

Indicator Work discipline

According to Hasibuan (2021), "Indicator discipline Work:

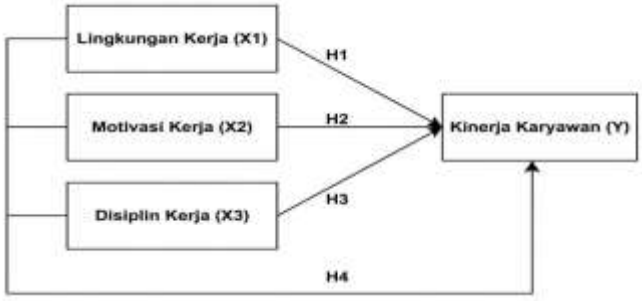
1. Absenteeism rate: One indicator of employee discipline; the more frequent a employee present or the more low level their absence, the more disciplined they are at work.
2. Compliance with agency regulations: A relaxed and efficient work environment is the result of employees complying with their company's rules and regulations.
3. Efficient use of time: Workers are required to make the best possible use of the working time allocated by the agency to achieve goals. Which set by unit Work they without throw away too a lot of time.
4. Responsibility: An employee's dedication and obligation to complete tasks effectively

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and on time."

Framework Conceptual



Picture 1. Conceptual Framework

HYPOTHESIS

H1 : Environment Work influential to Performance Employee in Yunomia Cafe H2: Work Motivation Influences Employee Performance at Yunomia Cafe H3: Work Discipline Influences Employee Performance at Yunomia Cafe

H4 : Environment Work, Motivation Work, And Discipline Work have an impact on Employee Performance at Yunomia Cafe

METHOD STUDY

Place And Time Study

Cafe Yunomia, Which located in Jl. Wijaya Kusuma, Gg. Musk No. 31, Pepper Garden, Binjai North, City Binjai, will become location study This. Study This will begin on March 2025 And end on June 2026 in accordance with plan research that recommended, Which covers phase preparation, collection data, processing data, and preparation of research reports.

Method Study

Type Study

This study uses a quantitative research methodology. Quantitative research, which uses numerical data and statistical analysis, allows researchers to examine concepts, relationships between variables, and hypotheses more objectively. According to Sugiyono (2021), "Quantitative research as a constructive and systematic way to test

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hypotheses through the use of structured instruments For gather data numeric from population or sample certain, which is then analyzed statistically".

Approach Study

The research approach used in this study is quantitative. According to Sugiyono (2019:11), "Quantitative research is an approach to studying a problem that collects data based on the problem itself."

Characteristic Study

Study This own connection cause and effect Because nature causal. According to Sugiyono (2019), "Variables bound will affected And variables free will have an impact".

Population And Sample

Population

According to Sugiyono (2021:126), "Population as group items or individuals who chosen by researchers For checked And taken conclusion". By Because Therefore, the population of this study includes all 35 employees of Yunomia Cafe.

Sample

According to Sugiyono (2021:127), "Sample as representation from every a subset of a population that is statistically representative of the entire population". That is why it is very important to use representative samples when studying population. Writer studies This use technique taking sample Non-probability sampling along with saturation sampling strategy. Saturation sampling is a way to select a representative sample from a population by collecting data from everyone in the group.

Technique Collection Data

Interview

According to Prawiyogi (2021), "An interview is a meeting between two people who interested For create meaning about something topic certain through exchange of ideas and information through question and answer sessions. There are two types of interviews: 1) in-depth interviews, where the researcher interacts directly with the informant and asks questions And answer open, Good with or without parameter interview, in an attempt For get information detailed. 2) interview directed, in where The researcher asks the informant questions that have been planned beforehand.

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Questionnaire (Questionnaire)

According to Sugiyono (2021), "A questionnaire is a tool for collecting information by submitting written questions or comments by respondents."

Documentation

According to Abdussamad (2021: 149), “Documentation is a record of historical events. Writing, picture, And work art just a number of example from various formats that can be used in documentation”.

Type And Source data

This research uses primary and secondary data. According to Sujarweni (2021:73–74), "Data primary is information Which collected direct from research participants, such as through surveys, focus groups, panels, or informant interviews. Financial reports provided by companies, government reports, articles, books, theories, journals, and other records are examples of secondary data.”

Definition Operational

Table 1. Operational Definitions

Variables	Definition Operational	Indicator	Measurement
Work environment (X1)	According to Budiasa (2021;39), "The work environment is everything that is around employees while working, either directly or indirectly, which can affect the employee's self and work while working."	1. Cleanliness workplace 2. Temperature room 3. Noise 4. Lighting	Likert Scale
Motivation Work (X2)	According to Chandra & Syardiansah (2021), " Work motivation is hidden power which exists in people andcan be developed by external pressure , reward monetary and non monetary And can affect performance”.	1. Needs appreciation 2. Needs will power 3. Needs will affiliate	Likert Scale

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Discipline Work (X3)	According to Hasibuan (2021:193), Discipline Work which reflects well great sense of responsibility answer someone to a task given to him. this encourages passion Work, Spirit work, work productivity , and the realization of company target goals".	1. Punctuality 2. Compliance with regulations 3. Consistency 4. Responsible attitude	Likert Scale
Performance (Y)	According to Mangkunegara (2017:67), "Performance is the work results in terms of quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities given to him."	1. Quantity of work 2. Quality Work 3. Work The same in the Team 4. Connection between colleagues	Likert scale

SOURCE: PROCESSED DATA, 2026

TEST VALIDITY AND RELIABILITY

TEST VALIDITY

According to Ghozali (2021:66), "Testing validity used For ensure that the questionnaire is valid. The questions in the questionnaire must be able to reveal the intended measurement to be considered valid."

Test Reliability

According to Ghozali (2021:61), "Survey Which identify something variables or constructs can be tested using reliability testing. A reliable questionnaire is one whose answers given by respondents do not vary over time.

Test Assumptions Classic

Normality Test

According to Sahir (2021:69), "The normality test is to find out whether the variables free And variables bound show distribution normal. For To ensure a robust regression model, it is important to perform graphical analysis".

Multicollinearity Test

According to Priyatno (2022:64), "Multicollinearity occurs when there is a perfect or nearly perfect linear relationship between the independent variables in a regression model. When several independent variables in a regression analysis show a strong level

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of correlation with each other, this situation usually occurs. The Variance Inflation Factor (VIF) method can be used to identify multicollinearity. Multicollinearity does not exist when the VIF score is less than 10."

Heteroscedasticity Test

According to Priyatno (2022:35), "Heteroscedasticity occurs when the residual variance different between observation. Testing heteroscedasticity And ensure "Meeting the constant variance assumption is crucial for regression analysis to produce reliable and accurate findings. Regression analysis results may be inaccurate if heteroscedasticity is present in the data."

Testing Hypothesis

Coefficient Determination Hypothesis (R2)

According to Sugiyono (2019:241), "The coefficient of determination is the degree of influence variables independent to variables dependent. Coefficient determination which are more tall means variables dependent can explained with more Good by independent variables ".

Test Hypothesis In a way Simultaneous (Test F)

According to Ghozali (2021:148), "Significance every coefficient regression partial tested separately using the F-Test and separate hypothesis tests that each regression coefficient is equal to zero".

Test Hypothesis In General Partial (t-test)

According to Ghozali (2021:148), "The t-test generally explains how much contribution variables independent single in explain variation variables dependent".

RESULTS STUDY AND DISCUSSION

Description Variable Study

For give description general about features data Which collected, the following is a description of the research variables. Descriptive analysis was conducted by calculating the lowest, maximum, average, and standard deviation values of the responses given by respondents.

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Table 2. Descriptive Statistics

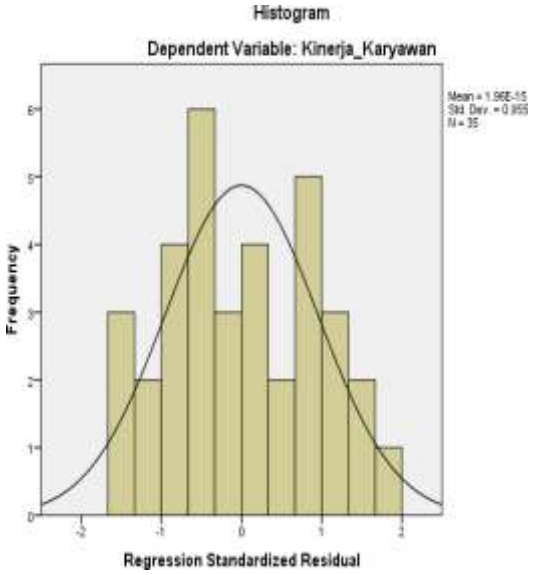
Descriptive Statistics

	N	Minimum	Maximum	Sum	Mean	Standard Deviation
Work environment	35	26	40	1184	33.83	2,875
Work motivation	35	19	30	864	24.69	2,731
Work Discipline	35	29	40	1210	34.57	2,715
Employee performance	35	28	39	1173	33.51	2,748
Valid N (listwise)	35					

RESULTS INSTRUMENT ANALYSIS

Results Normality Test

Ensuring that the data in the research follows a normal distribution is the goal of test normality And test assumptions classic. Kolmogorov-Smirnov (KS) used for testing normality in the study This. Results test normality displayed in below

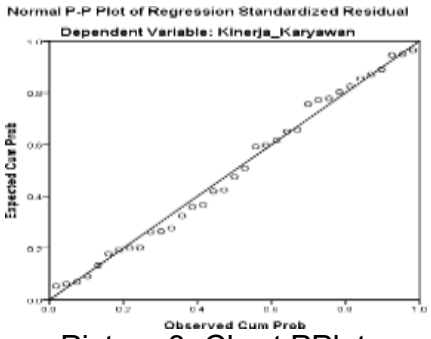


: Figure 2. Chart Histogram

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The data is normally distributed, as shown by the histogram graph, which displays the actual data as a curved line that tends to be symmetrical (U) and does not vary to the left or right.



Picture 3. Chart PPlot

Performance Employee (Y), variables dependent, analyzed use chart PPlot for test normality in study This. Dot, dot, dot data distributed in throughout The diagonal line, as seen in the graph, and the histogram pattern indicate a normal distribution. Consequently, we can state that the Y variable, which represents employee performance, is normally distributed.

Table 3. Test Kolmogorov Sminorv

One-Sample Kolmogorov-Smirnov Test Unstandardized Residual

N		35
Normal Parameters[a,b]	Mean	.0000000
	Std. Deviation	1.50043226
Most Extreme Differences	Absolute	.081
	Positive	.076
	Negative	-.081
Test Statistic		.081
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.

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Results test Kolmogorov-Smirnov For normality show data follows a normal distribution with a significance level (Asymp. Sig. 2-tailed) of 0.200. Because 0.200 > 0.05, We can conclude that distribution data study closely resembles the ideal normal distribution, thus fulfilling the assumption of normality.

MULTICOLLINEARITY TEST

By examining the Tolerance and Variance Inflation Factor (VIF) values, the researchers in this study tested for multicollinearity. Multicollinearity is absent in the regression model if the VIF is less than 10 and the tolerance is greater than 0.1. test results on table in lower, can be known No There is linear relationship between independent variables that can cause the model to fail, because each variable meets these conditions.

Table 4. Multicollinearity Test

Coefficients [a]

Model		Unstandardized Coefficients		Standardize d Coefficients Beta	t	Sig.	Collinearity Statistics	
		B	StdError				Tolerance	VIF
1	(Constant)	.788	4.132		.191	.850		
	Work environment	.403	.141	.422	2,867	.007	.444	2,250
	Work motivation	.162	.073	.244	2,217	.034	.792	1,263
	Work Discipline	.434	.159	.368	2,727	.010	.528	1,893

a. Dependent Variable: Employee performance

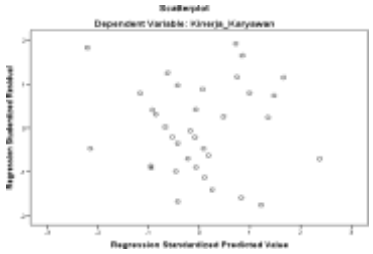
The coefficient table shows no multicollinearity. Tolerance values >0.10 and VIF values <10 are seen for the work environment, motivation, and discipline variables. Thus, it can be concluded that the independent variables potentially influencing the validity of the research model are uncorrelated with each other.

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Heteroscedasticity Test

Heteroscedasticity can detected in model regression This with Visually inspect the scatterplot. The heteroscedasticity test criterion states that the model is free of problems if the residual points do not follow a specific regular geometric pattern and are instead randomly distributed. The previous figure clearly shows that the homoscedasticity assumption has been met because the data distribution does not exhibit any specific pattern, such as a wave or narrowing.



Picture 4. Scatterplot

From chart scatterplot, seen clear that dot, dot, dot data No form certain regular geometric patterns. The dots are evenly and randomly distributed above and below mark axis Y that is 0. Because absence pattern in distribution shows that the residual variance between observations is constant or stable, this regression model has been proven to meet the requirements of homoscedasticity. Due to the absence of heteroscedasticity, model study Which combine environment Work, work motivation, and work discipline are considered valid and have excellent reliability for future use in predicting the value of the dependent variable.

Results Test Analysis Linear Multiple

Table 5. Results Test Analysis Multiple Linear Coefficients [a]

Unstandardized Coefficients				Standardized Beta Coefficients	T	Sig.
Model		B	Std. Error			
1	(Constant)	.788	4.132		.191	.850
	Work environment	.403	.141	.422	2,867	.007

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	Work motivation	.162	.073	.244	2,217	.034
	Work Discipline	.434	.159	.368	2,727	.010

Dependent Variable: Employee performance

Using the results of the multiple linear regression analysis shown in the coefficient table, it is possible to construct the following regression equation:

Y = 0.788 + 0.403X1 + 0.162X2 + 0.434X3 + e

with information:

- X1 = Work environment
- X2 = Work motivation
- X3 = Work Discipline
- Y = Performance Employee

The regression equation shows how workplace-related variables, such as intrinsic motivation, job security, and supervision, influence employee work results. With assumptions factor environment Work, If motivation and discipline remain the same, the constant value of 0.788 indicates that employees can anticipate a 0.788 unit increase in performance. This means that when these three variables are removed, the original value of 0.788 for employee performance remains unchanged.

The regression coefficient for the work environment variable is 0.403, which further indicates that the work environment positively influences employee performance. This means that For every improvement One unit in environment work, employee performance will increase by 0.403 units, assuming the elements of work motivation and work discipline remain constant. The workplace has a substantial effect on employee performance; the significance value is 0.007, which is less than 0.05.

Employee performance is positively influenced by work motivation, as indicated by the regression coefficient of 0.162 for this variable. This means that for every one-unit increase in work motivation across the organization, employee performance is predicted to increase. will increase as big as 0.162 unit, with assumptions factors other remains the same. Motivation Work own influence Which profitable And substantial on employee performance, according to a significance value of 0.034 (less than 0.05).

Furthermore, the regression coefficient of 0.434 indicates that work discipline has a positive impact on employee performance. Assuming the work environment and

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incentive variables remain the same, a one-unit increase in work discipline will result in a 0.434-unit increase in employee performance. The findings indicate that employee performance is positively and statistically significantly influenced by work discipline ($p < 0.05$).

All three regression coefficients—work environment, work motivation, and work discipline—are positively correlated with employee performance. A better work environment, increased enthusiasm, and stricter discipline will result in more significant improvements in employee performance.

RESULTS ANALYSIS HYPOTHESIS

Test t (Test Partial)

Table 6. T -test Results

Coefficients [a]

Model		Unstandardized Coefficients B	Unstandardized Coefficients Std. Error	Standardized Beta Coefficients	t	Sig.
1	(Constant)	.788	4.132		.191	.850
	Work environment	.403	.141	.422	2,867	.007
	Work motivation	.162	.073	.244	2,217	.034
	Work Discipline	.434	.159	.368	2,727	.010

Dependent Variable: Employee performance

Test T can give know You whether There is connection Which significant statistically between the dependent variable and each independent variable. According to the coefficient table, the following are the test results:

1. Environment Work (X1): Mark t count is 2,867 on level significance of 0.007. With a significance level of 0.007 < 0.05, the work environment significantly affects employee performance.
2. The calculated t-value for work motivation (X2) is 2.217 at a significance level of 0.034. Since the p-value is less than 0.05 (significance level of 0.034), it is clear that that

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motivation intrinsic in place Work own impact Which substantial impact on productivity.

3. Discipline Work (X3): Mark t count is 2,727 on level significance 0.010. The significance level of 0.010 is lower than 0.05, indicating that work discipline significantly affects employee performance.

These results indicate that the increase in employee performance is significantly influenced by by three element independent Which investigated that is environment Work, work motivation, and work discipline.

TEST F (TEST (SIMULTANEOUS)

Table 7. F Test Results

ANOVA [a]

Sum Model of Squares			df	Mean Square	F	Sig.
1	Regression	180,199	3	60,066	24,327	.000 [b]
	Residual	76,544	31	2,469		
	Total	256,743	34			

a. Dependent Variable: Employee performance

b. Predictors: (Constant), Work Discipline, Work motivation, Work environment

Objective test F is For show variables independent own substantial impact on the dependent variables when examined simultaneously. The ANOVA analysis produced an F value of 24.327 at a significance level of 0.000.

With a value of 24.327, the calculated F value is greater than the table F value of 2.91. Furthermore, the significance level of 0.000 is much lower than the significance requirement of 0.05 (0.000 < 0.05).

Based on comparison This, We can say that environment Work, motivation, and discipline all have a positive and significant impact on performance. employee. By Because That, model regression This considered appropriate For explain variations in employee performance attributes.

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Coefficient Determination (R2)

Table 8. Results Test Coefficient of Determination Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.838 a	.702	.673	1,571

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

Table Summary Model display results test coefficient determination, Which evaluate the model's ability to explain the dependent variable. After calculating the numbers, we obtain an Adjusted R Squared value of 0.673.

Work Environment (X1), Work Motivation (X2), and Work Discipline (X3) all have an influence on Employee Performance (Y) of 67.3% when considered together. That leaves 32.7% (100%-67.3%), which is caused by external variables or causes.

With mark Adjusted R Squared as big as 0.673, Which approach 100%, The regression model successfully predicted variations in employee performance with a fairly high level of accuracy.

DISCUSSION

Influence Environment Work on Performance Employee

The test results show that the work environment variable has a significant positive impact on employee performance at Yunomia Cafe, as indicated by the t-value of 2.867 for this variable, which indicates a positive and significant influence of 0.007 (0.007 < 0.05). The alternative hypothesis (Ha) is accepted because the t-value is greater than the t-table value (2.867 > 1.697). The analysis findings indicate that Yunomia Cafe employees perform better in their workplace. Employee performance increases along with the quality of the workplace.

Influence Motivation Work on Employee performance

Results testing show variables motivation Work own impact significant positive effect on employee performance at Yunomia Cafe, as seen from the t-value of 2.217, which indicates a positive and significant effect of 0.034 (0.034 < 0.05). We adopted Ha as the alternative hypothesis because the t-value is greater than the t-table value (2.217 > 1.697). According to the research results, work motivation has a beneficial effect on

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staff performance at Yunomia Cafe. The increase intrinsic motivation in the workplace is associated with better productivity.

Influence Discipline Work on Employee performance

Research findings indicate that employee performance at Yunomia Cafe is more or less influenced by work discipline. The work discipline variable has an influence. positive And significant as big as 0.010 (0.010 < 0.05), like Which indicated by the t-value of 2.727. Since the t-value is higher than the t-table value (2.727 > 1.697), the alternative hypothesis (Ha) is accepted. Work discipline has a positive impact on staff performance at Yunomia Cafe, according to the analysis findings. Employee performance increases along with increased work discipline.

Influence Environment Work, Motivation Work, And Discipline Work on Employee performance

The test results have an F value of 24.327, which is greater than the F table value of 2.91. The calculated F value, which exceeds the F table value, indicates that the work environment, work motivation, and work discipline significantly influence performance. variables performance employee. With thus, variables environment Work, motivation, and discipline have a substantial impact on employee performance characteristics. According to the Adjusted R Square value, these three factors account for 67.3% of the total influence.

CONCLUSION AND SUGGESTION

Conclusion

1. Mark t count 2,867 > mark t table 1,697, or mark t with significant (0.007) < (0.05), shows that Environment Work (X1) own influence positive And significant on Employee Performance (Y) at Yunomia Cafe.
2. T-value 2.217 > t table value 1.697, or a significant t value (0.034) < α (0.05), show that Motivation Work (X2) in Cafe Yunomia own positive and substantial influence on Employee Performance (Y).
3. At Yunomia Cafe, Work Discipline Test (X3) significantly affects Employee Performance (Y), as indicated by the t value of 2.727, which is greater than the t table value of 1.697, or a significant t value (0.010) < α (0.05).
4. The calculated F value of 24.327 > F table 2.91 or a significant t value (0.000) < α (0.05) shows that the work environment (X1), work motivation (X2), and work

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discipline (X3) significantly influence employee performance (Y) at Yunomia Cafe.

SUGGESTION

1. For Party Management (Yunomia Cafe):
   Optimizing the Work Environment: Considering its positive influence, management need maintain comfort facility physique And atmosphere work so that employees continue to feel comfortable at work.
   Improvement Motivation: Give appreciation or system award (rewards) for high-performing employees to maintain high work motivation.
   Discipline Enforcement: Continue to apply work rules consistently but remain supportive, because Discipline has proven to be the key to increasing work output.
2. For Researchers Furthermore:
   Exploring New Variables: Given that the variable contribution in this study was 67.3%, there are still 32.7% other factors that influence performance. Future researchers are advised to examine other variables such as Compensation, Leadership, or Job Satisfaction.
   Subject Extension: Researching different objects or industries to compare whether the factors have the same strong influence.
3. For Academics/Universities:
   Make the results of this study as an additional reference in the Prima Indonesia University library, especially for case studies of human resource management in the food and beverage industry.

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