

## ABSTRACT

*During the reform era in Indonesia, the Government system changed to become more democratic. Many ideas about Good Governance (good and clean) have emerged in government which are expected to improve the government system to be cleaner and provide the best service for the community. Discipline and work environment have an influence to improving employee performance. The role of all parties is needed to be able for improving the good discipline and work environment.*

*The purpose of this research is to determine the level of work discipline, workplace environment and the employee performance and to know the influence of work discipline, workplace environment to the employee performance at Dinas Perdagangan Kota Surakarta*

*The method used in this research is quantitative method, with work discipline and workplace environment as independent variable and employee performance as dependent variable. to analyse the data using descriptive analysis data and path analysis method. The method of data collection by spreading the questionnaire. The population of this research is all employees of Dinas Perdagangan Kota Surakarta which amounted to 203 employees and the sample that taken from population is 134 employees.*

*The work discipline of Dinas Perdagangan Kota Surakarta employees is included in the very high category, it shows that the employees have a high level of discipline. The work environment of Dinas Perdagangan Kota Surakarta is in the good category, which shows that the work environment supports employees to work comfortably.*

*The result of this research suggest that work discipline poisitvely and significantly influence the employee performance and workplace environment influence positively to the employee performance of Dinas Perdagangan Kota Surakarta. With an  $R^2$  value of 0,399 or 39,9% showed that work discipline and workplace environment have an influence of 39,9% on employee performance, and the remaining 60,1% were influenced by the other variables that not studied in this research.*

*Keywords: Work Discipline, Workplace Environment, Employee Performance.*