

ABSTRACT

Assessment of the performance of employees who have not yet reached the target, the School of Human Inclusion Middle Schools assesses the performance of employees by filling out the G-form every month/semester and is seen by the Guardian Angel appraiser. Increased employee indiscipline is characterized by absenteeism.

The work environment is one thing that affects employee performance. The purpose of this study was to determine the work discipline in the Inclusive Middle Schools of the School of Human and to find out the work environment in the Inclusive Middle Schools of the School of Human on the performance of employees in the Inclusive Middle Schools of the School of Human either simultaneously or partially.

The method used in this study is a quantitative method. The data collection technique used in this research is to use secondary data and primary data and also conduct interviews with the Deputy Principals of the Inclusion Middle Schools of the school of Human. The sampling method used is non-probability sampling with saturated sampling. The research tool used was multiple linear regression analysis with the help of SPSS 25 with the Method of successive interval (MSI) technique used to convert ordinal data into intervals.

Based on the results of research and the results of respondents, the variables of work discipline, work environment and employee performance are at the level of the "very good" category. This study found that 24.7% is the influence of work discipline and work environment on employee performance.

The existence of the influence of work discipline and work environment on employee performance, therefore to improve the performance of school employees can improve work discipline and the existing work environment in schools. With increased employee performance will affect the achievement of school goals. For further research, it is expected to be able to conduct research by adding other factors, using different analytical techniques with different research objects.

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