

## **ABSTRACT**

*The Tegal District Health Service is a Local Government Agency (LGA) responsible for implementing government affairs related to health. Based on internal data obtained, there is an issue with the performance of employees that fluctuates annually. In the era of globalization and increasing competition, especially in the public sector, the Health Department plays a crucial role in providing quality and professional services. The physical work environment and work discipline are factors that can influence employee performance.*

*The research aims to understand the conditions of the physical work environment, work discipline, and employee performance. Furthermore, the research aims to examine the impact of physical work environment and work discipline on employee performance at the Tegal District Health Service.*

*This study employs a descriptive approach to quantitative data. Using a saturated sampling strategy, 101 respondents were selected from the population of health Department personnel in Tegal district for this research. Interviews, questionnaires, and techniques of observation were used to gather data. After data collection was complete, the validity and reliability tests were conducted to ensure the accuracy of the collected information. Additional analysis included multiple linear regression on the data.*

*With a percentage level of 80.6% (conducive), these findings indicate that the physical work environment conditions at the Tegal District Health Service are in the conducive categorization. With employee work discipline of 86.2% (very disciplined), employees of the Tegal District Health Service showed a high level of work discipline. With an employee performance assessment of 80.9% (good), employees of the Tegal District Health Service carried out the assigned tasks well. The physical work environment partially had no significant effect on the performance of employees of the Tegal District Health Service. Employee work discipline partially had a significant effect on the performance of employees of the Tegal District Health Service. Physical work environment and work discipline simultaneously had a significant effect on the performance of employees of the Tegal District Health Service.*

*Academics and the Tegal District Health Service are two of the many groups who stand to benefit from the findings of this research. Employee performance at the Tegal District Health Service may be enhanced by improvements to the physical work environment and work discipline. Researchers in the future expected to be able to build on this work by experimenting with new variables, research objects, and analytic methods to provide a wider range of findings.*

**Keywords:** *physical work environment, work discipline, employee performance, health service*