

ABSTRACT

Education plays an important role in the progress of a country's development and economic growth. Transformation in the world of education has made a significant contribution, especially in the development of human resources in institutions such as LPI Al-Muttaqin Foundation. The success of a public organization is largely determined by the efficiency of its human resources, with employee performance being a key factor. Based on literature review, observations, and interviews, it was revealed that there was a decline in employee performance at this Foundation, characterized by an increase in work indiscipline and perceptions of an inadequate work environment.

The problems of this research include how work discipline, work environment, and employee performance at LPI Al-Muttaqin Foundation as well as the influence of work discipline and work environment on employee performance at LPI Al- Muttaqin Foundation. The purpose of this study involves an in-depth understanding to find out about work discipline, work environment, and employee performance at the institution and to determine the effect of work discipline and work environment on employee performance at LPI Al- Muttaqin Foundation.

This study used a quantitative approach with a questionnaire as a data collection instrument, which was distributed to 110 employees of the Al-Muttaqin Foundation Islamic Education Institute (LPI) in Tasikmalaya City through the saturated sample method. There was no data intervention from the researcher, and the research was conducted using the cross-section method. This research data was analyzed using descriptive analysis techniques and path analysis with IBM SPSS 25.

The results showed that work discipline fell into the “discipline” category, while the work environment and employee performance fell into the “good” category. The effect of work discipline on the performance of employees of LPI Al- Muttaqin Foundation is 69.37%, while the work environment has a significant effect on the performance of employees of LPI Al- Muttaqin Foundation by 24.51%. Furthermore, simultaneously, there is an influence of work discipline and work environment on employee performance of 78.9%, while 21.1% is influenced by other factors, namely work motivation, leadership, job satisfaction, organizational culture and others.

Researchers conveyed suggestions to LPI Al-Muttaqin Foundation, namely to improve employee performance to be very good, work discipline to be very disciplined and the work environment to be very good. The suggestions for the following researchers are to add other variables besides work discipline and work environment, as well as expand the research area.

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