

ABSTRACT

The development of a high-quality human resource is inseparable from the employees who work diligently and the need for individuals who can manage productively, effectively, and efficiently to support and drive the organization towards its goals. Work discipline is influenced by various interrelated factors. These factors can either encourage or hinder the achievement of optimal work discipline. The non-physical work environment is one factor that can affect employee work discipline, as is work motivation, which is also a factor that can influence employee work discipline.

This research aims to understand and analyze the non-physical work environment conditions at the Indonesian Ministry of Foreign Affairs, to understand and analyze the work motivation of Generation Z employees at the Indonesian Ministry of Foreign Affairs, to understand and analyze the work discipline of Generation Z employees at the Indonesian Ministry of Foreign Affairs, and to analyze the influence of the non-physical work environment and work motivation on the work discipline of Generation Z employees at the Indonesian Ministry of Foreign Affairs, both simultaneously and partially.

This research employed a questionnaire consisting of 39 questions as a data collection technique. The population of this study was Generation Z employees at the Indonesian Ministry of Foreign Affairs, with a sample determined using simple random sampling. The sample size was calculated based on the Slovin formula, resulting in 139 samples. The data analysis technique used Partial Least Squares Structural Equation Modeling (PLS-SEM). The hypotheses of this research are that the non-physical work environment has a positive and significant effect on work discipline at the Indonesian Ministry of Foreign Affairs, work motivation has a positive and significant effect on work discipline at the Indonesian Ministry of Foreign Affairs, and both the non-physical work environment and work motivation have a significant effect on the work discipline of Generation Z employees at the Indonesian Ministry of Foreign Affairs.

Keywords: *Non-Physical Work Environment, Work Motivation, Work Discipline*