HUMANIS
(Humanities, Management and Science Proceedings)

Vol. 6 • No. 1 • December 2025

Page (Page) : 1 – 13

ISSN (*online*): 2746 - 4482
ISSN (*print*): 2746 - 2250

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Special Issue:
ICMS 2025
Website. :
http://www.openjournal.unpam.ac.id/index.php/SNH

Factors That Influence Work Discipline Of ASN BKPSDM City Of Serang

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Abstract. *Human resource management in government organizations is greatly influenced by the performance of employees who are expected to achieve optimal performance in order to achieve organizational goals. There are several factors that influence employee work discipline in a company, namely, personality factors and environmental factors because these two things are strongly suspected to be factors that influence work discipline. This research aims to find out how much influence Personality has on Work Discipline and Work Environment on Work Discipline in ASN BKPSDM Serang City. The research method used was quantitative descriptive using the Smart PLS SEM 4 application. The population was 45 employees using a saturated sampling technique and questionnaires were distributed to 45 ASN BKPSDM Serang City. Results of the first hypothesis: personality (X1) influences work discipline (Y). The resulting P-Value value is 0.029<0.05, so it is concluded that there is an influence of personality on work discipline. Then the results of the second hypothesis: the work environment (X2) influences work discipline (Y). The resulting P-Value value is 0.026<0.05, so it is concluded that there is an influence of the work environment on work discipline. Based on the results of hypothesis testing, it can be concluded that personality variables influence work discipline variables and work environment variables influence work discipline variables.*
Keywords: Personality, Work Environment and Work Discipline.

INTRODUCTION

Human resource management in government organizations is heavily influenced by employee performance, which is expected to achieve optimal performance to achieve organizational goals. As human resources in the government sector, State Civil Apparatus (ASN) hold significant responsibility for the successful implementation of government duties and national development. Therefore, the role and position of ASN are crucial as implementers of government activities. Therefore, focusing on improving employee performance discipline is crucial.

Based on initial findings from a study of ASN at the Serang City Human Resources Development Agency (BKPSDM), various problems were identified, including low ASN discipline. This is evident in the persistence of employees arriving late on time, sometimes not adhering to working hours, and a lack of awareness among ASN personnel to focus on completing their work, which is exacerbated by cramped workspaces.

Image 1: Recapitulation of Civil Servant Absences at the Serang City Human Resources Development Agency (BKPSDM)

Bulan	Jumalah Pegawai	Total Masuk							
		TW	PC	TK	DL	TL	I	C	S
Januari	45	10	8	2	3	15	3	2	2
Februari	45	12	8	3	1	18	2	1	-
Maret	45	13	6	2	-	22	1	1	-
April	45	10	7	2	1	24	1	-	-
Mei	45	12	3	1	-	26	-	1	2
Juni	45	18	4	1	-	21	-	-	1
Juli	45	8	7	4	-	25	1	-	-
Agustus	45	13	5	3	2	18	2	-	2
September	45	11	9	2	3	14	1	1	4
Oktober	45	12	4	1	-	25	1	-	2
November	45	8	6	1	4	16	3	3	4
Jumlah		127	67	22	14	224	15	9	17

Source: Serang City Human Resources Development Agency

Based on the table above, BKPSDM Serang City employees are inconsistent with their office hours. Many employees arrive late and leave early, resulting in delayed work assignments. Some employees have not utilized their working hours effectively, resulting in delayed work and responsibilities assigned by their superiors. and not completed within the stipulated time. This is due to a lack of time discipline among employees at the Serang City BKPSDM Office, which has resulted in declining or ineffective performance targets. Based on the background outlined above, the research title used in this study is as follows: **"FACTORS AFFECTING WORK DISCIPLINE OF ASN AT THE SERANG CITY BKPSDM"**

Based on the above background, the researcher formulates the following research problem:

1. Does personality influence work discipline among civil servants at the Serang City Human Resources Development Agency (BKPSDM)?
2. Does the work environment influence work discipline among civil servants at the Serang City Human Resources Development Agency (BKPSDM)?

Based on the above background, the researcher formulated the following research objectives:

1. To determine the influence of personality on work discipline among civil servants at the Serang City Human Resources Development Agency (BKPSDM).
2. To determine the influence of the work environment on work discipline among civil servants at the Serang City Human Resources Development Agency (BKPSDM).

LITERATURE REVIEW

Work Discipline

According to Hasibuan (2017:193) in (Arsitia, 2022), discipline is the most important operational function of human resource management because the better an employee's discipline, the higher their work performance.

According to Lewin (1996) in (Fauzia et al., 2020), employee work discipline is the interaction of two factors: First, personality factors, namely values directly related to discipline enforcement instilled by parents, teachers, and the community as a reference for implementing discipline, which will be reflected in a person's attitude and behavior. Second, environmental factors. Employee work discipline does not simply emerge but is a continuous learning process.

According to Harlie (2010) in (Jufrisen, 2021), indicators of work discipline include always being punctual, always prioritizing attendance, always adhering to work hour regulations, always prioritizing efficient and effective work hours, possessing work skills appropriate to one's field of work, having high work enthusiasm, having a positive attitude, and always being creative and innovative in work.

Personality

According to M. Robbins (2008) in (Suharyat et al., 2023), personality is the overall way an individual reacts and interacts with others.

According to Sjarkawi (2008:15) in (Riyanti et al., 2024), factors that can influence a person's personality can be grouped into two groups: internal and external factors.

First, internal factors originate from within the individual. These internal factors are usually genetic or innate. Genetic factors are innate and result from traits inherited from a person's parents. Second, external factors originate from outside the individual. These external factors typically originate from the individual's immediate environment, including family, friends, and neighbors, as well as various audio-visual media such as TV and VCDs, or print media such as newspapers, magazines, and so on.

According to Wibowo (2017:21) in (Eneng Wiliana & Dian Aprilia Surya, 2022), there are four personality indicators:

First, extroversion, a personality trait stimulated by human interaction and social interaction. Its opposite is introversion, a personality trait stimulated by personal time and self-reflection. Second, sensing or feeling, a personality trait that prefers clear and concrete facts and data, while its opposite is intuition, a personality trait that prefers hunches, guesses, and speculation based on theory and imagination. Third, thinking, a personality trait that approaches decisions with logical and critical analysis, while its opposite is feeling, which approaches decisions by emphasizing the needs and feelings of others.

And fourth, judging, a personality trait that approaches tasks with planning and implementing goals, while its opposite is observing, which indicates a preference for flexibility and spontaneity when performing tasks.

Work environment

According to Afandi (2016) in Galbina (2023), the work environment is anything within the workers' environment that can influence them in carrying out their duties, such as temperature, humidity, ventilation, lighting, noise, workplace cleanliness, and the adequacy of work equipment.

According to Afandi (2018: 66) in Danisa1 & Nurul Komari2, 2023, there are two factors that can influence the work environment:

A. Physical Environmental Factors

- Workspace planning, including the appropriate layout and arrangement of work equipment, employee comfort and appearance, as well as the placement and adequacy of work equipment, significantly impacts employee comfort and work style.
- Job design, including work equipment and work methods. Inappropriate work equipment will impact employee health and productivity.
- Work environment conditions, lighting, and noise are closely related to employee comfort. Air circulation, room temperature, and appropriate lighting significantly impact a person's working conditions in carrying out their duties.
- Level of visual and acoustic privacy. Certain levels of work in the workplace require a workplace that provides privacy for employees. Privacy is "individual freedom" in matters
- affecting individuals and groups. Visual privacy refers to the freedom to see or be seen, while acoustic privacy refers to hearing.

B. Psychological Environmental Factors

Psychological environmental factors are part of the social and organizational relationships. Psychological environmental factors that influence employee performance are as follows:

- Overwork, too much work with limited or urgent completion times will put pressure and stress on employees, resulting in less than optimal work results.
- Inadequate supervision systems, poor and inefficient supervision systems can lead to other complaints such as unstable conditions and lack of performance feedback.
- Frustration can affect goal achievement. For example, if company expectations do not match employee expectations, if this continues, it will lead to employee dissatisfaction and frustration.
- All kinds of changes that occur in the workplace, such as changes in job content, organizational changes, and changes in the work environment, such as changes in organizational leadership, can affect the way people work.

- Conflict between individuals and groups, this occurs when both parties have the same goals and compete to achieve them.
- According to Fachrezi and Khair (2020:111) in (Susanti & Mardika, 2021), the work environment indicators are: Facilities, Noise, Air Circulation, Work Relationships

RESEARCH METHODS

In this study, the researcher used a survey method by distributing closed-ended questionnaires to a sample of respondents, namely civil servants (ASN) from the Serang City Human Resources Development Agency (BKPSDM). The population used in this study was 45 ASN employees from the Serang City Human Resources Development Agency (BKPSDM). The sample size was 45 ASN employees from the Serang City Human Resources Development Agency (BKPSDM). In this study, the researcher used two data collection techniques from two sources: primary and secondary data. Through observation, the researcher obtained insights into the human resource management phenomenon within the Serang City Human Resources Development Agency (BKPSDM). Questionnaires are statements on paper or can also be written in Google Forms. In this study, the questionnaire used was a Google Forms questionnaire. Secondary data is data collected indirectly by utilizing data collected by the relevant parties involved in this study, namely the Serang City Human Resources Development Agency (BKPSDM). The data analysis technique used in this study was inferential statistical analysis. Based on the research objectives, the data analysis techniques that will be used in this research are as follows:

Outer Model: Outer model analysis is conducted to ensure that the measurements used are valid and reliable. Outer model analysis can be seen from several indicators, including convergent validity, discriminant validity, and composite reliability.

$$AVE = \frac{(\sum \lambda i^2) var\ F}{(\sum \lambda i^2) var\ F + \sum \Theta ii}$$

Information:
λ= *factor loading* F= *factor variance* Θ= *error variance*
If all indicators are standardized, this description is the same as the average communalities in the block. This measurement can be used to measure the reliability of the component score of a latent variable, and the results are conservative compared to composite reliability. The recommended AVE value is > 0.50. Composite Reliability is a block indicator that measures a construct and can be evaluated using two measures: internal consistency. Data with a composite reliability
> 0.7 has high reliability. Using the output generated by PLS, composite reliability can be calculated using the following formula:

$$\rho_C = \frac{(\sum \lambda i)^2 var\ F}{(\sum \lambda i)^2 var\ F + \sum \Theta ii}$$

Information:
λ = *factor loading* F = *factor variance* Θ = *error variance*
Compared to Cronbach's alpha, this measure does not assume equivalence between measurements, assuming all indicators are weighted equally. Therefore, Cronbach's alpha tends to lower bound estimate reliability, while ρc is a closer approximation, assuming parameter estimates are accurate. ρc, as a measure of internal consistency, can only be used for constructs with reflective indicators.
A summary of the measurement model evaluation can be seen in Table 1.

Table 1
Evaluation of Measurement Models *(Outer Model)*

Evaluation	Component	Criteria
	Outer loading	> 0,5 – 0,7

Validitas Konvergen	*Average Variance Extracted (AVE)*	> 0,5
	Communality	> 0,5
Validitas Diskriminan	*Cross loadings*	The comparison of indicator loading values must be higher for the measured latent variable compared to other latent variables.
	AVE root and correlation between latent variables	AVE root > latent variable correlation
Reliabilitas	*Cronbach's alpha*	> 0,6
	Composite reliability	> 0,7

Sumber: Ghozali dan Latan

Inner Model: The purpose of the structural model test is to examine the correlation between the measured constructs, which is the t-test of partial least squares. The structural or inner model can be measured by looking at the model's R-square value, which indicates the extent of influence between the variables in the model.

$$Q^2 = 1 - (1 - R1^2) \times (1 - R2^2)$$

The following is a summary of the evaluation criteria for the structural model or inner model, presented in the following table:

***T*able 2**
Structural Model Evaluation Criteria

Evaluation	Criteria
R square (R^2)	0.67 (strong), 0.33 (moderate), 0.19 (weak) (Chin, 1998 in Ghazali & Latan, 2014)
Effect size (f^2)	0.02 (weak), 0.15 (medium), 0.35 (strong)

Source: Ghozali and Latan

Hipotesis Statistik

Hypothesis testing is conducted to determine whether a proposed hypothesis or conjecture can be accepted or rejected based on the sample results obtained. In hypothesis testing, the basis for decision-making is based on the t-statistic and probability values.

The criteria used are as follows:

1. If the $t_{statistic}$ value is greater than the t_{table} (1.96) and $p < 0.05$, then H_0 is rejected and H_a is accepted.
2. If the $t_{statistic}$ value is less than the t_{table} (1.96) and $p > 0.05$, then H_0 is accepted and H_a is rejected.

RESULTS AND DISCUSSION

In this study, several data were used, which were then tested and analyzed using smartPLS SEM 4 (Partial Least Square-Structural Equation Modeling). There is primary data as the main research data obtained from the results of the distribution of questionnaires to predetermined respondents, as well as secondary data as supporting data in this study, in the form of books, previous research, and articles.

which is related to the title of this research. The following are the respondents in this study: "All ASN Employees of the Serang City BKPSDM as of September 2024, totaling 45 Employees."

The questionnaire responses given to respondents were then processed to produce research results to determine whether there is an influence of Personality and Work Environment on Work Discipline of ASN BKPSDM Serang City. In this quantitative descriptive study, each indicator and each variable was analyzed by calculating the average result obtained from the values of each indicator that had been previously determined with the following score criteria:

Table 3
Table Skor Questionnaire

No	Criteria	Skor
1.	Strongly Disagree	1
2.	Don't agree	2
3.	Doubtful	3
4.	Agree	4
5.	Strongly agree	5

The questionnaire analysis obtained from each indicator, starting from Statement 1 to Statement 46, was then calculated as a percentage, and concluded based on the Largest Percentage of answers to the statements used in this study.

Based on the data analysis of the questionnaire results that have been conducted by the researcher, 15 Statements Based on Indicator Variable X_1 Personality, consisting of indicators of extroversion, feeling, thinking, and judging. Then 15 statements from Indicator Variable X_2, namely the work environment, consisting of indicators of facilities, noise, air circulation and work relationships. And 16 statements from Indicator Variable Y, namely always being on time, always prioritizing attendance percentage, always complying with work hour provisions, always prioritizing efficient and effective work hours, having work skills in their field of work, having high work enthusiasm, having a good attitude, always being creative and innovative in work. Descriptive Characteristics of Research Respondents

Table 4
Respondent Characteristics Based on Gender

No	Gender	Frequency	Percentage %
1.	Man	21	46,70%
2.	Woman	24	53,30%
Amount		**45**	**100%**

Based on table 4 above, the characteristics of respondents based on gender are male, 21 people with a percentage of 46.70% and female, 24 people with a percentage of 53.30% based on the total number of respondents of 45.

Table 5
Respondent Characteristics Based on Age Range

No	Age Range	Frequency	Percentage %
1.	20-25 Tahun	7	15,60%
2.	26-30 Tahun	25	55,60%
3.	31-40 Tahun	13	28,90%
Amount		**45**	**100%**

Based on table 5 above, the characteristics of respondents based on the age range of 20-25 years are 7 people with a percentage of 15.60%, while the age range of 26-30 years is 25 people with a percentage of 55.60% and the age range of 31-40 years is 13 people with a percentage of 28.90% based on the total number of respondents as many as 45.

Table 6
Respondent Characteristics Based on Length of Service

No	Years of service	Frequency	Percentage %
1.	1-3 Tahun	8	17,80%
2.	4-6 Tahun	28	62,20%
3.	7-10 Tahun	9	20%
Amount		**45**	**100%**

Based on table 6 above, the characteristics of respondents based on work period of 1-3 years are 8 people with a percentage of 17.80%, while work period of 4-6 years are 28 people with a percentage of 62.20% and work period of 7-10 years are 9 people with a percentage of 20% based on the total number of respondents of 45.

Table 7

Respondent Characteristics Based on Education

No	Education	Frequency	Percentage %
1.	S1	33	73,30%
2.	S2	12	26,70%
Amount		**45**	**100%**

Based on table 7 above, Respondent Characteristics Based on Education for S1 there are 33 people with a percentage of 73.30% while the number of S2 education is 12 people with a percentage of 26.70% based on the total number of respondents as many as 45.

Results of Inferential Statistical Analysis

The following are the results of the inferential statistical analysis used in this study, including:

Analisis Outer Model

Evaluation of the measurement model or Outer Model is carried out to assess the validity and reliability of the construct model. The outer model with reflective indicators is evaluated through convergent validity, discriminant and composite reliability as well as Cronbach alpha for the indicator block (Ghozali, 2018). While the reliability test of Composite reliability ρc > 0.7 is said to be quite reliable. Ghozali, 2018), and is further strengthened by looking at Cronbach alpha where the consistency of each answer is tested. Composite Reliability is said to be good if α ≥ 0.7 (Ghozali, 2018).

Validity Test

Validity tests are used to measure the validity of a questionnaire. An instrument or questionnaire is considered valid if the statements in the instrument or questionnaire are able to reveal what it is intended to measure (Ghozali, 2018). The level of instrument validity indicates the extent to which the collected data does not deviate from the description of the intended variable. The validity scale is processed in two stages: convergent validity and discriminant validity, as explained below:

Convergent Validity

Convergent validity is based on the principle that measures of a construct should be highly correlated. Convergent validity is tested by examining the loading factor values. The loading factors obtained for all question items meet the recommended values, thus, the indicators used to measure the research variables are valid. A model is considered valid if it has a loading factor > 0.7, or if a loading factor value < 0.7 is considered to have low convergent validity. Therefore, loading factors less than 0.7 should be dropped from the model. The following is the output of the structural equation diagram in the PLS SEM using smartPLS software.

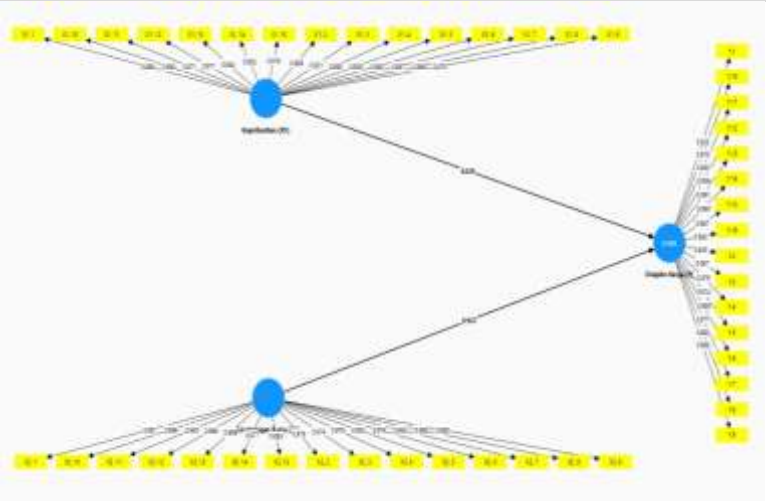

Figure 2 Full Model After Calculation

At this stage, no Loading Factor values were found below 0.7, which means that no data was dropped from the study. For more details, please see the Outer Loadings table as follows:

Table 8

Outer Loadings PLS Algorithm

No	Construct	Item code	*Loading*

			Factor
1.	**PERSONALITY (X1)**	X1.1	0.989
		X1.2	0.989
		X1.3	0.831
		X1.4	0.990
		X1.5	0.958
		X1.6	0.990
		X1.7	0.987
		X1.8	0.896
		X1.9	0.970
		X1.10	0.990
		X1.11	0.971
		X1.12	0.971
		X1.13	0.904
		X1.14	0.902
		X1.15	0.919
2.	**WORK ENVIRONMENT (X2)**	X2.1	0.981
		X2.2	0.979
		X2.3	0.974
		X2.4	0.979
		X2.5	0.953
		X2.6	0.976
		X2.7	0.985
		X2.8	0.968
		X2.9	0.880
		X2.10	0.969
		X2.11	0.950
		X2.12	0.996
		X2.13	0.989
		X2.14	0.977
		X2.15	0.885
3.	**WORK DISCIPLINE (Y)**	Y1	0.925
		Y2	0.905
		Y3	0.997
		Y4	0.978
		Y5	0.974
		Y6	0.989
		Y7	0.977
		Y8	0.982
		Y9	0.969
		Y10	0.975
		Y11	0.982
		Y12	0.906
		Y13	0.991
		Y14	0.990
		Y15	0.967
		Y16	0.992

SmartPLS Processed Data Source (2025)

In addition to factor loading values, convergent validity can also be seen from the Average Variance Extracted (AVE) value. For more details, see the Average Variance Extracted (AVE) table below.

Table 9
Discriminant Validity (Cross Loading)

	***Average variance extracted* (AVE)**
Personality (X1)	0.939
Work Environment (X2)	0.906
Work Discipline (Y)	0.928

SmartPLS Processed Data Source (2025)

In this study, the AVE values for each construct were above 0.5. This was because there were no convergent validity issues in the tested model. Since there were no convergent validity issues, the next test focused on issues related to discriminant validity.

Discriminant Validity

Discriminant validity testing was conducted to ensure that each concept within each latent variable was distinct from the other variables. A model is said to have good discriminant validity if each indicator loading value of a latent variable correlates more strongly with that latent variable than with other latent variables. The results of the discriminant validity test are as follows:

Table 10
Discriminant Validity (Cross Loading)

	Work Discipline (Y)	**Personality (X1)**	**Work Environment (X2)**
X1. 1	0.972	0.989	0.977
X1. 10	0.975	0.990	0.977
X1. 11	0.965	0.971	0.977
X1. 12	0.954	0.971	0.961
X1. 13	0.876	0.904	0.885
X1. 14	0.892	0.902	0.912
X1. 15	0.908	0.919	0.927
X1. 2	0.971	0.989	0.977
X1. 3	0.829	0.831	0.809
X1. 4	0.970	0.990	0.978
X1. 5	0.921	0.958	0.931
X1. 6	0.970	0.990	0.978
X1. 7	0.980	0.987	0.988
X1. 8	0.859	0.896	0.863

X1. 9	0.950	0.970	0.961
X2. 1	0.978	0.976	0.981
X2. 10	0.974	0.953	0.969
X2. 11	0.929	0.939	0.950
X2. 12	0.989	0.993	0.996
X2. 13	0.979	0.983	0.989
X2. 14	0.982	0.962	0.977
X2. 15	0.919	0.850	0.885
X2. 2	0.968	0.975	0.979
X2. 3	0.963	0.969	0.974
X2. 4	0.965	0.969	0.979
X2. 5	0.928	0.935	0.953
X2. 6	0.963	0.967	0.976
X2. 7	0.973	0.980	0.985
X2. 8	0.953	0.968	0.968
X2. 9	0.855	0.865	0.880
Y.1	0.925	0.905	0.916
Y.10	0.975	0.968	0.967
Y.11	0.982	0.962	0.976
Y.12	0.906	0.874	0.879
Y.13	0.991	0.972	0.985
Y.14	0.990	0.974	0.985
Y.15	0.967	0.972	0.971
Y.16	0.992	0.975	0.984
Y.2	0.905	0.866	0.872
Y.3	0.997	0.982	0.994
Y.4	0.978	0.960	0.965
Y.5	0.974	0.953	0.969
Y.6	0.989	0.974	0.990
Y.7	0.977	0.962	0.976
Y.8	0.982	0.966	0.975
Y.9	0.969	0.947	0.959

SmartPLS Processed Data Source (2025)

Table 10 above shows that the loading factor value for each indicator of each latent variable is the highest compared to the loading factor values when compared to other latent variables. This indicates that each latent variable has good discriminant validity.

Reliability Test

To measure the reliability of the questionnaire administered to respondents in this study, Cronbach's Alpha was used with the help of Smart PLS software. The decision-making criteria, as stated by Ghozali (2018:46), are: if the Cronbach's Alpha coefficient is >0.70, the construct and variable are considered reliable. Conversely, if the Cronbach's Alpha coefficient is <0.70, the question is considered unreliable. The table below shows the following:

Table 11

Cronbach Alpha Reliability Coefficient

Criteria	***Cronbach Alpha Value***
Very Reliable	> 0.900
Reliable	0.700 – 0.900
Quite Reliable	0.400 – 0.700
Less Reliable	0.200 – 0.400

Not Reliable	< 0.200

Source : Ghozali (2018:46)

The following are the test results to determine the level of reliability and consistency of the research instrument as presented in the question items in the research questionnaire as follows:

Table 12
Reliability Test

	Cronbach's alpha	Composite reliability (rho_a)	Composite reliability (rho_c)	Average variance extracted (AVE)
Work Discipline (Y)	0.996	0.996	0.996	0.939
Personality (X1)	0.992	0.993	0.993	0.906
Work Environment (X2)	0.994	0.995	0.995	0.928

SmartPLS Processed Data Source (2025)

Based on the results of the Cronbach's alpha test output in the table above, it is known that the average Cronbach's alpha value for all variables in this study is 0.9 or can be said to be very reliable so that all instruments (questionnaires) in this study are declared "reliable" and their reliability has been tested so that they can be used in further research.

Analisis Inner Model

Table 13 Mark R-*Square* (R2)

	R-square	R-square adjusted
Work Discipline (Y)	0.983	0.982

SmartPLS Processed Data Source (2025)

The table above shows the adjusted R2 value for the work discipline variable as the dependent variable, which is 0.983. This value indicates that 98.3% of the variation in employee work discipline can be explained by exogenous variables (personality and work environment), while the remaining 1.7% is explained by other variables not included in the study.

The F-square criteria consist of three classifications: 0.02 (small), 0.02-0.15 (medium), and 0.15-0.35 (large). The expected F-square criterion is >0.15, with values above 0.02 still acceptable. For more details, see the F-square below:

Table 14 F – *Square* (f 2)

	Work Discipline (Y)	Personality (X1)	Work Environment (X2)
Work Discipline (Y)			
Personality (X1)	1.159		
Work Environment (X2)	1.157		

SmartPLS Processed Data Source (2025)

From Table 14 above, the f2 values for each latent variable are as follows:

1. Personality variable on work discipline is 1.159 (large)
2. Work environment variable on work discipline is 1.157 (large)

Based on the description above, it can be seen that the personality and work environment variables have a significant influence on work discipline, according to the expected criteria of f-square > 0.15 and are acceptable.

Hypothesis Testing

The statistical hypothesis test used is the t-test. This test is conducted to determine the extent of influence of the exogenous variables of personality and work environment on the endogenous variable of work discipline. Hypothesis testing can be seen through the t-statistic

value and probability value, by examining the output of the calculate PLS bootstrapping options to determine the t-statistic value. Indicators with a t-statistic value ≥ 1.96 (some round to 2) are considered valid. Indicators are also considered valid if they have a p-value ≤ 0.05. As shown in the following table:

Table 15
Path Coefficients

	Original sample (O)	Sample mean (M)	Standard deviation (STDEV)	T statistics (|O/STDEV|)	P values
Personality (X1) -> Work Discipline (Y)	0.506	0.462	0.231	2.188	0.029
Work Environment (X2) -> Work Discipline (Y)	0.467	0.506	0.21	2.221	0.026

SmartPLS Processed Data Source (2025)

Based on Table 15 above, the following hypothesis tests can be conducted:

1. First hypothesis: Personality (X_1) influences work discipline (Y). The p-value is 0.029<0.05, thus concluding that personality influences work discipline.
2. Second hypothesis: Work environment (X_2) influences work discipline.Kerja (Y). Hasil nilai P-Value adalah 0,026<0,05, sehingga disimpulkan terdapat pengaruh lingkungan kerja terhadap disiplin Kerja.

Hypothesis Testing Results

Based on the analysis, this study will discuss the results of the hypothesis, "HI: The influence of the personality variable (X1) on work discipline." The analysis conducted above showed a P-value of 0.029 <0.05, indicating that the research model, "The influence of personality on work discipline," can be used as a predictive model (p<0.05), meaning H1 is accepted and H0 is rejected.

Furthermore, regarding the results of the hypothesis, "H2: The influence of the work environment variable (X2) on work discipline," the analysis conducted above showed a P- value of 0.026 <0.05, indicating that the research model, "The influence of the work environment on work discipline," can be used as a predictive model (p<0.05), meaning H1 is accepted and H0 is rejected.

The results of this study show similarities with the results of previous studies that researchers use as a reference in conducting this study, a study entitled "analysis of the influence of supervision, personality and work environment on employee work discipline" which was studied by Sabella Ovi Arminda Putri in 2020 obtained research results showing that first supervision has a positive and significant effect on work discipline, second personality has a positive and significant effect on work discipline, third the work environment has a positive and significant effect on the work discipline of employees of the Cepu District Office, analysis of the influence of supervision, personality and work environment on employee work discipline. where the results of the study conducted by Ovi Arminda Putri obtained the same results as the results of this study, where the variable X_1 personality and variable X_2 work environment have a partial effect or a simultaneous effect on the Y variable of work discipline of ASN BKPSDM Serang City.

CONCLUSION AND RECOMMENDATION

The conclusions drawn from this research, which address the research problem formulation, are as follows:

Based on the PLS SEM bootstrapping analysis, personality significantly influences work discipline among civil servants at the Serang City BKPSDM. Therefore, H_a is accepted and H_0 is rejected, indicating that personality influences work discipline among civil servants at the Serang City BKPSDM.

Based on the PLS SEM bootstrapping analysis, the work environment significantly

influences work discipline among civil servants at the Serang City BKPSDM. Therefore, H_a is accepted and H_0 is rejected, indicating that the work environment influences work discipline among civil servants at the Serang City BKPSDM.

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