

## **ABSTRACT**

### ***THE ROLE OF THE WORK ENVIRONMENT, WORK DISCIPLINE, WORK ETHIC IN IMPROVING THE PERFORMANCE OF PT NATA BERSAUDARA SEJAHTERA EMPLOYEES***

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*The objectives of this research was to identify and analyze the conditions of the work environment, the level of work discipline, the level of work ethic, employee performance, and the influence of the work environment, work discipline, and work ethic on the performance of PT Nata Bersaudara Sejahtera's employees. The research method used was a survey method with data obtained directly from the results of distributed questionnaires to 76 employees of PT Nata Bersaudara Sejahtera, which includes permanent employees and production departement employees. Sampling technique used a census. The data analysis technique used was path analysis. Based on the results of the research, it was known that the work environment, work discipline, work ethic, and, employee performance were included in good criteria, and there was an influence between work environment, work discipline, and work ethic on the performance of PT Nata Berudara Sejahtera employees. The variable that has the most dominant influence on employee performance was work discipline, and the variable that has the lowest influence on employee performance is work ethic.*

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