

# The Impact of Physical Work Environment and Work Discipline on Employee Performance

Sofiatul Hikmah<sup>1</sup>, Nurlasera<sup>2</sup>, Qomariah Lahamid<sup>3</sup>, Octarina Dwi Cahya<sup>4</sup>

<sup>1,2,3,4</sup> Economics, Universitas Islam Negeri Sultan Syarif Kasim Riau, Pekanbaru, Indonesia

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## ABSTRACT

This research to determine the influence of the physical work environment and work discipline on employee performance at the Amil Zakat Infaq and Shadaqah Muhammadiyah Institution (LAZISMU) Pekanbaru. The method in this research uses a quantitative approach. The population in this study were all employees at the Amil Zakat Infaq and Shadaqah Muhammadiyah Institution (LAZISMU) Pekanbaru. The data collection method uses a questionnaire and the data analysis used is multiple linear regression using the SPSS version 25 program. Based on the results of the research conducted, it shows that the t test for physical work environment variables and work discipline has a positive and significant effect on employee performance at the Amil Institute. Zakat Infaq and Sadaqah Muhammadiyah (LAZISMU) Pekanbaru. By using the F test, physical work environment variables and work discipline simultaneously influence employee performance. Meanwhile, the R square value is 0.579. This shows that the physical work environment and work discipline variables as a whole have an influence of 57.9% on employee performance, while the remaining 42.1% is influenced by other variables not examined in this research.

\*Corresponding author.

E-mail: [nurlasera@uin-suska.ac.id](mailto:nurlasera@uin-suska.ac.id)

## INTRODUCTION

It is important to observe and predict employee actions to determine the need so that the use of existing resources can be carried out in accordance with increasing employee performance. Simanjuntak in Julita (2020) said that each person's performance is influenced by many factors, the competence of the individual concerned, organizational support and management support. This can also be seen in employees in an organization where an important human resource management function in achieving organizational goals is the discipline of its employees. For optimal performance, it is essential for companies to establish explicit standards that serve as benchmarks for their employees. The effectiveness of an employee's performance is determined by their ability to get the company's predefined standards. Employee performance refers to the extent to which an individual succeeds in achieving the goals set by the company or organization. This includes an assessment of the extent to which a person is able to fulfill the duties, responsibilities and expectations given to him.

The mobilization of funds by zakat institutions involves the collection and management of financial resources from various sources. These funds are gathered with the purpose of fulfilling the organization's mission to provide assistance, particularly in the form of zakat, to those in need. The process includes soliciting donations, receiving contributions, and implementing transparent and accountable financial practices to ensure the effective distribution of zakat funds to eligible recipients. The fundraising activities of zakat institutions play a crucial role in supporting social welfare programs and addressing the needs of the less fortunate within the community.

The performance of LAZISMU Pekanbaru employees can be seen from the results of the collection of zakat, infaq, shadaqah (ZIS) funds which are distributed to people in need in accordance with applicable regulations. The progress of the distribution of ZIS LAZISMU Pekanbaru funds from 2018 to 2022 can be seen in table 1.

Table 1

| Distribution of zakah, infaq, shadaqah LAZISMU Pekanbaru |                    |       |
|--|--------------------|-------|
| Year   | Distribution (IDR) | %     |
| 2018   | 881,723,766        | -     |
| 2019   | 1,453,127,793      | 64.8  |
| 2020   | 1,644,984,800      | 13.2  |
| 2021   | 1,284,896,857      | -21.8 |
| 2022   | 899,511,028        | -30   |

Source : LAZISMU Pekanbaru, 2022

From the data above it can be seen that the distribution of ZIS funds for LAZISMU Pekanbaru in 2018, the total distribution of ZIS funds was IDR. 881,723,766. In 2019 distribution of ZIS LAZISMU Pekanbaru funds increased by IDR. 1,453,127,793 with a percentage of 64.8%. In 2020, the distribution of ZIS LAZISMU Pekanbaru funds increased again by IDR. 1,644,984,800 or 13.2%. In 2020, the distribution of ZIS LAZISMU Pekanbaru funds decreased by IDR. 1,284,896,857 or 21.8%. In 2022, the distribution of ZIS funds will also decrease by IDR. 899,511,028 or 30%. This shows that the performance of LAZISMU Pekanbaru employees still needs to be improved in order to achieve the collection targets that have been set. This can also be seen in employees in an organization where an

important human resource management function in achieving organizational goals is the discipline of its employees. Kasmir (2019) said that the work environment and work discipline are one of the factors that influence performance. The work environment is an important component for employees to complete their work.

According to Sedarmayanti in Iqram Jalali (2019), work environments can be broadly divided into two types, namely, physical and non-physical work environments. The physical work environment is all physical conditions found around the workplace that can influence employees either directly or indirectly. Physical work environment factors are coloring, lighting, air, noise, space for movement, security and cleanliness. Meanwhile, the non-physical work environment is the work structure, work responsibilities, leadership attention and support, cooperation between groups and smooth communication.

Based on observations and information from the head office of LAZISMU Pekanbaru, they do not hire cleaning service personnel. Employees clean their offices themselves by arrange staff schedules on Monday to Friday. However, because many employees are late, sometimes employees don't have time to clean the office according to their respective picket schedules.

Work discipline is the most important operative function of human resource management. Because the better the employee's work discipline, the higher the work performance they will be able to achieve, whereas if there is no achievement of good work discipline in an organization, it will be difficult for the organization to achieve optimal results (Vallennia K., 2020). Meanwhile, according to Lijan Poltak Sinambela (2018) work discipline is a tool used by leaders to communicate with employees so that they are willing to change their behavior to follow the established rules of the game. Discipline is one of the most important operative functions of human resource management because the better the employee's discipline, the higher the work performance they can achieve. Without good employee discipline, it is difficult for corporate organizations to achieve optimal results.

According to T. Hani Handoko (2015:95) says that work discipline is a management activity to carry out organizational standards. Meanwhile, according to Malayu S.P Hasibuan (2020) said discipline is defined as if employees always come and go home on time, do all their work well, comply with all company regulations and applicable norms.

Table 2  
Rate of employee absenteeism LAZISMU Pekanbaru 2022

| No | Quarterly | Late for work (minutes) | Percentage(%) |
|----|-----------|-------------------------|---------------|
| 1  | I         | 558                     | -             |
| 2  | II        | 673                     | 20.6          |
| 3  | III       | 489                     | 27.3          |
| 4  | IV        | 643                     | 31.4          |

Source : LAZISMU Pekanbaru, 2022

From the table above it can be seen that the number of employee delays in minutes was very high from quarter 1 to quarter 4, more than 20%. In quarter 1 the number of employees are late at LAZISMU Pekanbaru reached 558 minutes. In the second quarter, the employee late for work increased to 673 minutes or 20.6%. In percentage terms, it has increased every quarter. The working hours start from 8

o'clock and finish at 17.00 P.M. It is known that employees must arrive on time, but in reality what researchers have found, many employees lack the work discipline to come to the office.

The Muhammadiyah Zakat Infaq and Shadaqah Institution (LAZISMU) is a national level zakat institution that is dedicated to empowering the community through productive utilization of zakat, infaq, waqf and other charitable funds, both from individuals, institutions, companies and other agencies. Lazismu Pekanbaru was founded as a form of concern for the condition of Muslims who have fallen into poverty and ignorance. Lazismu carries out its duties as collecting funds and distributing funds to the community. Zakat management activities at Lazismu Pekanbaru consist of planning, collection, distribution and utilization. Lazismu Pekanbaru has a program which is divided into 7 pillars :

1. Education Pillar
2. Pillar of Da'wah
3. Health Pillar
4. Social and Humanitarian Pillars
5. Economic Pillar
6. Ramadan Program
7. The Sacrifice Program

### **Employee performance**

According to Wibowo (2010:7), a person's achievement of the results of their work is called employee performance. Meanwhile, Sedarmayanti (2011:260) said that performance is the work result of a management process, namely an organization as a whole, where the work results must be concretely proven and can be measured against predetermined standards. Kasmir (2016) said that performance is the result of work and performance behavior that has been achieved in completing the tasks and responsibilities given in a certain period. Performance measurement can be seen in terms of specific quantity and quality with existing organizational standards within the company. Mangkunegara (2010) believes that employee performance is the result of work in terms of quality and quantity achieved by an employee in carrying out tasks in accordance with the responsibilities given to him.

### **Factors Affecting Performance**

According to Kasmir (2016) factors that influence performance both directly and indirectly are, Ability and expertise, Knowledge, Work design, Personality, Work motivation, Leadership, Leadership style, Organizational culture, Job satisfaction, Work environment, Loyalty, Commitment, and Work discipline.

### **Performance Indicators**

According to Kasmir (2016), to measure employee performance, several indicators regarding performance criteria can be used, namely, quality, quantity, time, cost emphasis, supervision, and relationships between employees.

### **Physical Work Environment**

Nitisemito (2015: 109) explains that the work environment is meant by the work environment that is appropriate to the environment around which the worker can influence himself in carrying out the work environment that has been provided, for example with the presence of air conditioning (AC), adequate lighting and so on. Sedarmayanti in Iqram J. et.all (2019) describes how the work environment as a major

employee can be divided into two types, physical and non-physical work environments. Environmental factors include physical factors such as lighting, lighting, air, noise, street space, appearance and cleanliness. As well as the non-physical work environment in terms of work structure, work responsibility, attention and support from leadership, work as well as group support and communication fluidity.

### **Factors Affecting the Work Environment**

According to Sedarmayanti (2017), there are several factors that can influence the shape of a work environment which is related to the abilities of employees, including lighting in the workplace, temperature in the workplace, humidity in the workplace, air circulation in the workplace, noise in the workplace. work, mechanical vibrations in the workplace, unpleasant odors in the workplace, decoration in the workplace, music in the workplace, color scheme in the workplace and safety in the workplace.

### **Work Environment Indicators**

The work environment is closely related to the psychological factors of work employment. Nitisemito (2015: 109) explains that the work environment is meant by the work environment that is appropriate to the environment around which the worker can influence himself in carrying out the work environment that has been provided, for example with the presence of air conditioning (AC), adequate lighting and so on. The work environment is also something that exists in the workers' environment which can influence them in carrying out their duties, such as temperature, humidity, ventilation, lighting and noise, cleanliness of the workplace, and whether or not work equipment is adequate (Isyandi, 2004).

Sedarmayanti (2017) said that the indicators of the physical work environment are, lighting/light in the workplace, temperature/air temperature in the workplace, air exchange/air circulation in the workplace, noise in the workplace, color/coloring in the workplace, decoration in the workplace, And safety at work.

### **Work Discipline**

Muchdarsyah (2003: 145) said that discipline is a mental attitude that is reflected in the actions or behavior of individuals, groups or communities in the form of obedience to actions or provisions that have been determined or ethics, norms and rules that apply in society to specific purpose. A disciplined attitude must be applied in carrying out work. To support the smooth implementation of work, discipline in work is required.

In an organization, a leader needs tools to communicate with employees about employee behavior and how to improve employee behavior to make it even better. Veithzal Rivai (2013) said that work discipline is a tool that managers use to communicate with employees so that they are willing to change behavior and participate in an effort to increase a person's awareness and willingness of all applicable company regulations and social norms. Meanwhile, according to Lijan Poltak Sinambela (2018) work discipline is a tool used by leaders to communicate with employees so that they are willing to change their behavior to follow the established rules of the game.

### **Factors that Influence Work Discipline**

Gouzali Saydan (2005) factors that can influence the upholding of work discipline in a company, namely, the size of the compensation, whether there is supervision by the leadership, whether there is exemplary leadership in the company, whether there are definite rules that can be used as a guide, the courage of the leadership in taking action and not paying attention to employees.

### **Work Discipline Indicators**

According to Lijan Poltak Sinambela (2016), the indicators of work discipline are frequency of attendance, level of alertness, compliance with work standards, compliance with work regulations, and work ethics.

**METHODOLOGY**

This research uses quantitative research methods. According to Sugiyono (2019) quantitative research methods can be interpreted as research methods based on the philosophy of positivism, which are used to research certain populations or samples, sampling techniques are generally carried out randomly, data collection uses research instruments, data analysis is quantitative or statistical in nature with The aim is to test the established hypothesis. The sample in this research was all LAZISMU Pekanbaru employees. The analysis technique used in this research used multiple linear regression tests to measure of the influence of the physical work environment and work discipline on employee performance.

The type of data for this research is primary data using a questionnaire instrument. The questionnaire contains questions about the physical work environment and work discipline on employee performance. The questions asked used a Likert scale. Apart from primary data, secondary data is also used, such as company data and previous research.

**RESULTS AND DISCUSSION**

**Results**

**Multiple Linear Regression Analysis**

Multiple linear regression analysis was carried out to determine the functional relationship between the dependent variable (employee performance) and the independent variables (physical work environment and work discipline)

Table 3  
Output Multiple Linear Regression

| Model |                                | Understandardize<br>d Coefficients |           | Standardize<br>d Coefficients |  | T     | Sig. |
|-------|--------------------------------|------------------------------------|-----------|-------------------------------|--|-------|------|
|       |                                | B                                  | Std.Error | Beta                          |  |       |      |
| 1     | (Constant)                     | 9.091                              | 4.271     |                               |  | 2.128 | .041 |
|       | physical work environment (X1) | .436                               | .150      | .416                          |  | 2.899 | .007 |
|       | Disiplin Kerja (X2)            | .390                               | .130      | .431                          |  | 3.004 | .005 |

a. Dependent variable: employee performance (Y)

Source : processed data

Based on the table 3, it can be seen that the beta (B) value of each variable in the unstandardized coefficients column shows a positive value, namely physical work environment (0.436), work discipline (0.390). This shows that there is a unidirectional relationship between physical work environment variables and work

discipline. If the physical work environment and work discipline are good, performance will be higher.

**Uji Hipotesis**

**Uji signifikan parsial (uji statistik T)**

Table 4  
Hasil Uji Signifikasi Parsial (uji t)

| Model |                                   | Understandardize<br>d Coefficients |           | Standardize<br>d Coefficients |  | T     | Sig. |
|-------|-----------------------------------|------------------------------------|-----------|-------------------------------|--|-------|------|
|       |                                   | B                                  | Std.Error | Beta                          |  |       |      |
| 1     | (Constant)                        | 9.091                              | 4.271     |                               |  | 2.128 | .041 |
|       | physical work<br>environment (X1) | .436                               | .150      | .416                          |  | 2.899 | .007 |
|       | work discipline<br>(X2)           | .390                               | .130      | .431                          |  | 3.004 | .005 |

a. Dependent Variable: employee performance (Y)

Source : processed data

Based on table 4, it can be concluded that:

The physical work environment has a positive and significant influence on employee performance with a calculated t value of 2.899 > t table 2.034 and sig (0.007) < 0.05. This means that the physical work environment variable influences employee performance.

Work discipline has a positive and significant influence on employee performance with a calculated t value of 3.004 > t table 2.034 and sig (0.005) < 0.05. This means that the Work Discipline variable influences employee performance.

**Simultaneous significant test (F statistical test)**

Table 5  
Hasil Uji Signifikasi Simultan (uji F)

| Model |            | Sum Of Squares | Df | Mean<br>Square | F      | Sig.              |
|-------|------------|----------------|----|----------------|--------|-------------------|
| 1     | Regression | 233.363        | 2  | 116.681        | 22.732 | .000 <sup>b</sup> |
|       | Residual   | 169.387        | 33 | 5.133          |        |                   |
|       | Total      | 402.750        | 35 |                |        |                   |

a. Dependent Variable: employee performance (Y)

b. Predictors: (Constant), work discipline (X2), physical work environment (X1)

Source : processed data

Based on table 5 above, it can be seen that the calculated F is 22.732 > F table is 3.285 with a significance value of 0.000 < 0.05. So this means that there is a simultaneous influence of the Physical Work Environment and Work Discipline variables on Employee Performance at the Amil Zakat Infaq and Shadaqah Muhammadiyah Institution (LAZISMU) Pekanbaru.

**Determination Test**

Table 6  
Uji Koefisien Detreminasi (R<sup>2</sup>)

| Model | R                 | R Square | Adjusted Square | R Std. Error of the Estimate |
|-------|-------------------|----------|-----------------|------------------------------|
| 1     | .761 <sup>a</sup> | .579     | .554            | 2.266                        |

a. Predictors: (Constant), work discipline (X2), physical work environment (X1)

b. Dependent Variable: employee performance (Y)

Source : processed data

Based on table 6, it can be seen that the resulting correlation value (R) is 0.761. So it can be concluded that there is a sufficient correlation between the variables physical work environment and work discipline on employee performance. Meanwhile, the R Square value is 0.579. This shows that the physical work environment and work discipline variables as a whole have an influence of 57.9% on employee performance. Meanwhile, the remaining 42.1% was influenced by other variables not examined in this research.

**Discussion**

**The Influence of the Work Environment on Employee Performance**

The t test on the Physical Work Environment (X1) obtained a calculated t value of 2.899 > t table 2.034 and sig (0.007) < 0.05. This shows that the Physical Work Environment variable partially has a positive and significant influence on employee performance. So the hypothesis states that "The Physical Work Environment influences Employee Performance at the Amil Zakat Infaq and Shadaqah Muhammadiyah Institution (LAZISMU) Pekanbaru, is accepted". The results of this research are supported by previous research conducted by Yunia (2022). The results show that the work environment has a significant effect on employee performance at the National Amil Zakat Agency (BAZNAS) Lebak Regency. Cahyani et.all (2023), results that the physical work show environment variable has a positive and significant effect on the work ethic of employees at LAZISMU in Puworejo Regency. Adnan (2023) results show that work environment variables have an influence on employee performance.

**The Influence of Work Discipline on Employee Performance**

Work discipline t test (X2) has a positive and significant influence on employee performance with a calculated t value of 3.004 > t table 2.034 and sig (0.005) < 0.05. This means that the Work Discipline variable partially influences employee performance. So the hypothesis states that "Work discipline influences employee performance at the Amil Zakat Infaq and Shadaqah Muhammadiyah Institution (LAZISMU) Pekanbaru, is accepted." The results of this research are supported by previous research conducted by Firmansyah Yunalifi Alfian and M. Zulfy Ananda (2018). The results show that work discipline conditions have a significant effect on employee performance at the National Amil Zakat Institute (LAZNAS) Dompot Peduli Ummat Daarut Tauhiid Bandar Lampung Branch. M.Saddam (2023) results



show that work discipline has a significant effect on the performance of the Central Amil Baitul Maal Hidayatullah.

### **The Influence of Work Environment and Work Discipline on Employee Performance**

Based on the results of F statistical calculations (Simultaneous), it can be seen that F count is  $22.732 > F$  table is  $3.285$  with a significance value of  $0.000 < 0.05$ . So this means that simultaneously the work environment and work discipline affect employee performance at the Amil Zakat Infaq and Shadaqah Muhammadiyah Institution (LAZISMU) Pekanbaru. The research results are supported by M. Mahrus (2023). The results state that the work environment, work discipline, religiosity and compensation have a simultaneous effect on employee performance, from the calculations carried out the influence of the independent variables, namely work environment, work discipline, religiosity and compensation on employee performance in this research is 71%, which means that the work environment, work discipline, religiosity and compensation simultaneously influence the performance of the employees of the National Amil Zakat Agency of East Kalimantan Province. Wijaya E. P. (2020) results show that work discipline, work motivation and work environment have an influence simultaneously on employee performance at BAZNAS Banyuasin Regency.

### **CONCLUSION**

The physical work environment partially has a positive and significant effect on employee performance at LAZISMU Pekanbaru with a calculated t value of  $2.899 > t$  table  $2.034$  and sig ( $0.007$ )  $< 0.05$ . This means that LAZISMU's work environment is good, even though there are inadequate facilities and the cleanliness in the office is still not clean, affecting employee performance. Partially, work discipline has a positive and significant effect on employee performance at LAZISMU Pekanbaru. With a calculated t value of  $3.004 > t$  table  $2.034$  and sig ( $0.005$ )  $< 0.05$ . This means that employees obey and comply with applicable regulations, employees must be responsible for the tasks assigned.

Simultaneously, the physical work environment and work discipline have an influence on employee performance at the Amil Zakat Infaq and Shadaqah Muhammadiyah Institution (LAZISMU) Pekanbaru based on F test ( $22.732$ )  $> F$  table ( $3.285$ ) with a significance value of  $0.000 < 0.05$ . This means that the better the work environment and the higher the work discipline in the institution, the better the employee performance at the Pekanbaru Amil Zakat Infaq and Shadaqah Muhammadiyah Institution (LAZISMU).

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