

The Effect of Discipline Development and Physical Work Environment on the Job Satisfaction of State Civil Apparatus (ASN) Functional Positions of the Cimahi City Education Office

Neni Andriani¹, RM Juddy Prabowo²

Jenderal Achmad Yani University, Cimahi, Indonesia.

Email: neniandriani_22p322@mn.unjani.ac.id, judy.prabowo@lecture.unjani.ac.id

Abstract

Keywords:

Discipline Development, Physical Work Environment, Job Satisfaction.

Fostering good discipline and a good physical work environment will increase employee job satisfaction. Several phenomena at the Cimahi City Education Office show a decline in job satisfaction, including high employee absenteeism rates without explanation, disciplinary violations, and inadequate physical working conditions. This condition suggests that the development of discipline and physical work environment can affect employee job satisfaction. This study aims to find out how respondents respond to disciplinary coaching and physical work environment, and how employee job satisfaction. In addition, it aims to determine the influence of discipline development and physical work environment on the job satisfaction of ASN of the Functional Position of the Cimahi City Education Office both partially and simultaneously. This study uses a quantitative approach with a descriptive and associative research design. In this study, there were 82 respondents from ASN Functional Positions of the Cimahi City Education Office. The data collection technique was carried out by distributing questionnaires. The data analysis in this study used multiple linear regression analysis and determination coefficients. This study shows that the respondents' response to discipline development is included in the good criteria. Similarly, respondents' responses to the conditions of the physical work environment are included in the good criteria. Job satisfaction is included in the satisfaction criteria. In addition, this study shows that discipline development has a positive effect on job satisfaction. This means that the better the Discipline development, the job satisfaction will increase. Similarly, the physical work environment has a positive effect on job satisfaction. This means that the better the physical work environment, the job satisfaction will increase. Discipline development and physical work environment affect the job satisfaction of ASN Functional Positions of the Cimahi City Education Office. This means that if the discipline and physical work environment are good, it can increase employee job satisfaction.

INTRODUCTION

Currently, the quality of education is one of the main factors in the development of human resources and the competitiveness of a country. Education is a basic human right and has a strategic role in transforming lives, improving the quality of society, and encouraging sustainable development. The success of the education system is not only determined by the quality of students and educators, but also by the performance of the apparatus that supports the implementation of education. This apparatus has an important role in carrying out administrative functions, program planning, supervision, and evaluation of education policies. If the performance of the apparatus is not optimal, the implementation of the education program will also not run optimally. Therefore, the existence of professional and well-performing apparatus is one of the determining factors for the success of the education system as a whole (Unesco.org).

The Cimahi City Education Office is a local government institution that plays an important role in carrying out government affairs in the field of education. In addition, the Cimahi City Education Office has a great responsibility in managing education starting from early childhood education, primary education, to secondary education in accordance with its authority (ppid.cimahikota.go.id).

Based on the results of the pre-survey conducted at the Cimahi City Education Office, there is a phenomenon, namely a decrease in job satisfaction which can be seen in the following table:

Table 1 Absence Data for ASN Employees in Functional Positions in 2025

No	Month	Absence (Days)
1	January	34
2	February	27
3	March	46
4	April	28
5	May	31
6	June	34
7	July	32
8	August	53
9	September	46
10	October	37
11	November	42
Total		410

Source: Personnel Archives of the Cimahi City Education Office Reprocessed, 2026

Based on the above data on the absence of employees of the Cimahi City Education Office during 2025, it is known that there are 410 absentees of employees without information. By looking at the high rate of absenteeism above, it indicates that there are several possibilities that employees may not come to work due to the dissatisfaction experienced by employees.

In a study conducted by Juningsih & Prabowo, (2025) discipline development was stated to have a positive effect on job satisfaction

Table 2 Data on Sanctions for Violations of Absence of ASN Functional Positions in 2025

No	Sanctions for Violations of Absence	Amount (people)
1	Verbal Reprimand	8
2	Written Warning	9
3	Statement of Dissatisfaction	8
4	25% Off Performance Allowance For 6 Months	2
5	25% Performance Allowance Discount For 9 Months	3
6	25% Off Performance Allowance For 12 Months	4
Total		34

Source: Personnel Archives of the Cimahi City Education Office Reprocessed, 2026

Based on the table above, it can be seen that there are still many State Civil Apparatus (ASN) Functional Positions at the Cimahi City Education Office who still violate the ASN discipline rules, namely 34 times during 2025 which is adjusted based on Government Regulation No. 94 of 2021 concerning ASN discipline in 2021. Based on the results of the interviews, the Cimahi City Education Office has carried out various forms of discipline development on a regular basis. The coaching is realized through morning apple activities which are carried out every

Monday to Thursday, as well as joint gymnastics activities every Friday. The morning apple was carried out as a means of directing, delivering information, strengthening disciplinary values, and controlling employee attendance. Meanwhile, joint gymnastics activities aim to build togetherness, maintain employee health, and foster a positive work spirit.

In addition to Discipline development, another factor that is suspected to affect employee job satisfaction is the physical work environment owned by the Cimahi City Education Office. In a study conducted by Trisnawaty et al., (2025) the physical work environment has a positive effect on job satisfaction.

Based on the results of a pre-survey conducted at the Cimahi City Education Office regarding the physical work environment, there are conditions that need to be optimized, such as the condition of the employee's workspace that is not well organized, characterized by the layout of the work desk that is still quite tight and close to each other, the storage space of documents and work equipment that is still mixed in the main work area, as well as with a large number of workers and limited space to create space limited movement and decreased focus of employees, The lighting condition on the stairs which is still fairly dim, not only interferes with the comfort of employees but also has the potential to pose a risk to work safety, as well as the condition of the toilet that looks less clean and still requires hygiene attention.

Based on the description above, this study aims to determine the Discipline development, physical work environment, and job satisfaction of ASN Functional Positions of the Cimahi City Education Office and to determine the influence of discipline development and physical work environment on the job satisfaction of ASN Functional Positions of the Cimahi City Education Office both partially and simultaneously.

LITERATURE REVIEW

Discipline Development

According to Ain & Prabowo, (2024) discipline development is an activity that fosters employees that aims to ensure that employees comply with the company's regulations and work optimally, with full commitment and a sense of responsibility for the work so that discipline becomes a habit at work in order to achieve the company's goals. Meanwhile, according to Sudrajat & Ibrahim, (2021) discipline development is an activity carried out to foster employees to be able to work in accordance with the provisions of regulations that have been set by a company. In addition, according to Subyantoro & Suwanto, (2020) discipline development is an effort to avoid violations.

Based on the above understanding, it can be concluded that discipline development is a series of efforts made in a planned manner by the organization or leadership to instill and develop disciplined behavior in employees. These efforts are directed so that every employee has the awareness to obey applicable regulations, carry out their duties with full responsibility, work optimally, and show commitment to their work. Through discipline development that is carried out in an ongoing manner, the organization is expected to be able to create quality human resources so that the implementation of work becomes more effective and organizational goals can be achieved properly.

According to Saydam in Silaen et al., (2022) the pattern of discipline development can be in the form of:

1. Prepare rules and regulations that are the guidelines for all employees. With the indicators used in this study, namely:

- a. Conformity of disciplinary regulations with the needs of the agency.
- b. Conformity of disciplinary regulations with the purpose of fostering agency discipline.
2. Create and punish the actions of employees who violate discipline. With the indicators used in this study, namely:
 - a. Accuracy in giving warnings from superiors
 - b. Speed in sanctioning
 - c. Consistent in sanctioning
 - d. Impersonality in the imposition of sanctions
3. Conducting coaching through a number of discipline trainings continuously. With the indicators used in this study, namely:
 - a. Regularity of the schedule for the implementation of discipline development in gymnastics and morning apple activities
 - b. Instructor competence in training in the discipline development of gymnastics activities.
 - c. The feasibility of the facilities available for training in the discipline of gymnastics activities.

According to Pratiwi & Prabowo (2024), Ambarwati & Prabowo (2025), Deannova & Lestari (2025) stated that discipline development has a positive effect on job satisfaction, which emphasizes that good discipline development can increase job satisfaction.

Physical Work Environment

According to Pidada et al., (2022) the physical work environment is all physical circumstances that exist around the workplace that can affect employees in carrying out the tasks they are assigned. Meanwhile, according to Sarip & Mustangin (2023), the physical work environment is a physical state that includes everything from the organization's facilities that can affect employees in carrying out their work or effectiveness. Meanwhile, according to Arianto & Septiani (2021), the physical work environment is everything around the employee's workplace that can be directly seen in their physical form and can also affect the attitude and behavior of employees in carrying out their activities.

Based on some of the definitions that have been explained above, it can be concluded that the physical work environment is all physical conditions and elements around the workplace that can directly or indirectly affect employees in carrying out their duties and responsibilities. The physical work environment not only includes conditions that can be seen with the naked eye, but also various aspects that can be felt by employees during work activities, such as lighting, air temperature, air circulation, spatial layout, cleanliness level, security, completeness of facilities and work equipment, and the condition of the workplace building. These various aspects play a role in creating a comfortable, safe, healthy, and conducive work environment so as to support employees in carrying out their work optimally. Therefore, the better the physical work environment provided by the organization, the more likely it is that employees feel comfortable at work, able to carry out tasks effectively, and show a more positive work attitude. These conditions can ultimately support the improvement of the quality of work implementation and contribute to the creation of employee job satisfaction.

According to Serdamayanti in Wasiman (2023), factors that affect the physical work environment consist of:

1. Description

Illumination or light has great benefits for officers for the smoothness as well as safety of work. So there needs to be bright but not dazzling lighting or light. So the indicators used in this study are:

- a. Lighting conditions on stairs
- b. Lighting conditions in the workspace
- c. Lighting conditions in the toilet

2. Temperature

Under normal circumstances, each limb of the human body has a different temperature. The human body will always try to maintain a normal condition or state

3. Humidity

Humidity is the amount of water contained in the air.

4. Air surfusion

The air around can be said to be dirty when the oxygen level in the air is reduced and mixed with gases or odors that are harmful to the body. In this study, temperature, humidity, and air circulation were combined in one indicator, namely air comfort in the work environment. Because these three factors are interrelated and simultaneously affect the thermal air quality felt by employees in the room. So the indicators used in this study are:

- a. Air comfort in the workspace
- b. Air comfort in the toilet

5. Noise

Sounds or sounds that are not desired or unwanted by the ears. Seen in the long term, these sounds or sounds will be able to disturb calmness at work, damage to hearing, can cause errors when communicating. Based on the results of the pre-survey conducted there was never any disturbing noise, so this indicator was not measured in this study.

6. Mechanical vibration

Mechanical vibration is a vibration caused by mechanical tools where some of this vibration reaches the employee's body and can cause undesirable consequences. Based on the results of the pre-survey conducted there has never been any mechanical vibration caused by mechanical tools, so this indicator is not measured in this study.

7. Bad smell

One of the things that can be considered pollution is the odors around the workplace, because it can affect concentration at work, and if it occurs continuously will affect olfactory sensitivity. So the indicator used in this study is the smell caused by the toilet.

8. Color Scheme

Color planning in the workplace must be studied and planned well. In reality, color arrangement and decoration are inseparable. This is understandable because color affects feelings. Based on the results of the pre-survey conducted by the color selection is very good, so this indicator is not measured in this study.

9. Decoration

Decoration is not only related to the results of the workspace but also related to how to arrange the layout, color scheme, fixtures and others to work. So the indicators used in this study are:

- a. Suitability of the layout of the equipment in the workspace
- b. Comfort level of workspace layout

10. Music

Music that is softly in tone according to the time, atmosphere, and place can awaken and stimulate employees to work. Based on the results of a pre-survey conducted by the Cimahi City Education Office, it has never played music at work, so this indicator is not measured in this study.

11. Safety in the workplace

In order to keep the place and condition of the work environment always in a safe state, it is necessary to pay attention to safety at work. Therefore, the indicator used in this study is safety in the workplace environment.

In addition, according to Juhaeti et al., (2024) cleanliness is also another factor that affects the physical work environment because a clean work environment will create a healthy environment around it. So the indicators used in this study.

- a. Cleanliness in the workspace
- b. Cleanliness in the toilet

Based on research conducted by Septyarini, et al., (2023) states that the physical work environment has a positive effect on job satisfaction.

Job Satisfaction

According to Safrizal (2023), job satisfaction is a feeling in employees that can affect or not affect their work. Job satisfaction is a person's views and attitudes, both positive and negative, regarding a person's assessment of their work Haris et al., (2023). In addition, according to Duha (2018), job satisfaction is an individual's positive attitude in matters related to their work. Because of these pleasant circumstances, individuals have a positive perspective on the organization through their thoughts, feelings, opinions, and behaviors. Meanwhile, according to Tiong (2023), job satisfaction is defined as the generalization of attitudes towards his work, a person's various attitudes towards his work reflect pleasant and unpleasant experiences in his work as well as his expectations for future experiences.

Based on some of the research above, it can be concluded that job satisfaction is an individual's attitude and emotional feelings towards their work that arise as a result of an assessment of various aspects of the work undertaken. The assessment is not only related to the work itself, but also includes the responsibilities given, the individual's ability to achieve values that are considered important, as well as the personal conditions and work environment that support the execution of the work. Thus, job satisfaction reflects the extent to which individuals feel comfortable, appreciated, and fulfilled at work, thus creating positive feelings about the work they do.

According to Mangkunegara (2023), the factors related to job satisfaction are:

1. Turnover

Higher job satisfaction is associated with low employee turnover, while employees who are less satisfied usually have a higher turnover rate. Based on the results of the pre-survey turnover, it is not used as an indicator in this study because ASN has a permanent employment status that makes employees want to leave non-existent.

2. Absenteeism rate (absence)

Dissatisfied employees tend to have high absenteeism, they often miss work for illogical and subjective reasons. So the indicator used in this study is the desire of employees not to go to work

3. Age

There is a tendency for older employees to feel more satisfied than employees who are relatively young. While young employees usually have ideal expectations about their world of work, so that if there is a gap or imbalance between their expectations and the reality of work, it can cause them to become dissatisfied. In this study, age cannot be used as a sub-variable of job satisfaction because it is impossible for agencies to choose employees based on age just to increase job satisfaction.

4. Employment level

Employees with a higher level of work show good work ability and are active in presenting ideas and being creative in work. In contrast to workers with lower levels, those in this position tend to have fairly standard work skills, this is because their experience is still less than their seniors who work longer. So the indicators used in this study:

- a. A match between the compensation received and the workload.
- b. The suitability between the job tasks received and the abilities possessed by the employee.

5. The size of the organization.

The size of the agency's organization can affect employee satisfaction. This is because the size of an agency is also related to coordination, communication and employee participation. So the indicators used in this study are:

- a. Smooth communication between superiors and subordinates
- b. Smooth coordination with fellow colleague
- c. Opportunity for employees to participate in the agency.

The Relationship Between Discipline Development Variables and Physical Work Environment on Job Satisfaction

Previous research has shown that discipline development is one of the factors that plays a role in increasing employee job satisfaction. Research conducted by Pratiwi & Prabowo (2024), Siregar & Mulyana (2025), Ambarwati & Prabowo (2025), Deannova & Lestari (2025) states that discipline development has a positive effect on job satisfaction. which confirms that good discipline development can increase job satisfaction. In addition, the physical work environment is also a factor that also affects the level of job satisfaction of employees. This is supported by research conducted by Septyarini, et al., (2023) Indra et al., (2025), Atmaja & Puspita (2021) Trisnawaty et al., (2025), and Ilhamsyah and Maliah (2020), Sitepu et al., (2020), Abdulhamid (2020) also stated that the physical work environment has a positive effect on job satisfaction which confirms that a good physical work environment is able to increase employee job satisfaction. In addition, a study conducted by Alawiah & Santosa (2024) states that the development of discipline and a physical work environment simultaneously affects job satisfaction. This means that the better the discipline and physical work environment, the more employee job satisfaction increases.

Research Hypothesis

Based on the above description, the hypothesis in this study is:

- H1: Discipline development has a positive effect on the job satisfaction of ASN Functional Positions of the Cimahi City Education Office.
- H2: The physical work environment has a positive effect on the job satisfaction of ASN Functional Positions of the Cimahi City Education Office.
- H3: Discipline development and physical work environment affect job satisfaction of the Functional Position of the Cimahi City Education Office

RESEARCH METHODS

This study uses a quantitative approach, by applying quantitative descriptive and quantitative associative analysis methods. The indicators for each variable and indicators used in the study are as follows:

Table 3 Operationalization of Variables

Discipline Development Variables (X1):	
Sub Variabel	Indicator
1. Prepare rules and regulations that serve as guidelines for all employees	- Conformity of disciplinary regulations with the needs of the agency - Conformity of disciplinary regulations with the purpose of fostering agency discipline.
2. Creating and punishing employees who violate discipline	- Accuracy in giving warnings from superiors - Speed in sanctioning - Consistent in sanctioning - Impersonality in the provision of sanctions.
3. Conducting coaching through a number of discipline training on an ongoing basis	- Regularity of the schedule for the implementation of Discipline development - Instructor competence in training for the discipline of gymnastics activities - Feasibility of venue facilities available for disciplinary coaching training
Physical Work Environment Variables (X2):	
Sub Variabel	Indicator
1. Description	- Lighting conditions on stairs - Lighting conditions in the workspace - Lighting conditions in the toilet
2. Air comfort	- Air comfort in the workspace - Air comfort in the toilet
3. Bad smell	- Odor from the toilet
4. Decoration	- Suitability of the layout of the equipment in the workspace - Comfort level of workspace layout
5. Safety in the workplace	- Safety in the workplace environment
6. Hygiene	- Cleanliness in the workspace - Cleanliness in the toilet
Job Satisfaction Variable (Y):	
Sub Variabel	Indicator
1. Absenteeism rate (absence)	- Employee's desire not to come to work
2. Employment level	- A match between the compensation received and the workload. - The suitability between the job tasks received and the abilities possessed by the employee.
3. Organization size	- Smooth communication between superiors and subordinates - Smooth coordination with fellow colleagues - Opportunity for employees to participate in the agency

Data collection was carried out through interviews and questionnaires distributed to respondents. The research population consisted of 82 ASN Functional Positions of the Cimahi City Education Office, all of whom were used as research respondents. The measurement scale in this study uses differential semantics. The measurement instrument testing technique used is a validity and reliability test where r is calculated $> r$ table and then said to be valid. Meanwhile, the reliability test with a cronbach alpha value must be > 0.70 to be said to be reliable.

In descriptive analysis, the criteria used aim to present a clear, systematic, and comprehensive picture of the relationship between the variables being studied. The criteria used in conducting descriptive analysis are as follows:

Table 4 Respondents' Attitude Criteria Regarding Variables of Discipline Development, Physical Work Environment, and Job Satisfaction

Interval	Discipline Development	Physical Work Environment	Job Satisfaction
1,00 – 1,80	Very Bad	Very Bad	Very dissatisfied
1,81 – 2,60	Bad	Bad	Dissatisfied
2,61 – 3,40	Pretty Good	Pretty Good	Quite satisfied
3,41 – 4,20	Good	Good	Satisfied
4,21 – 5,00	Excellent	Excellent	Very satisfied

Furthermore, the data analysis used was a classical assumption test that included normality (Kolmogorov-Smirnov), a multicollinearity test ($VIF < 10$ and a tolerance > 0.100), and heteroscedasticity (Glejser test). Then, the multiple linear regression test, the determination coefficient (R^2), and the hypothesis test. In associative analysis, the coefficient of determination is used to calculate how well the model describes variations in dependent variables. The guidelines for interpreting the coefficient of determination are as follows:

Table 5 Guidelines for Providing Interpretation of Determination Coefficients

Interval Koefisien	Influence Level
$\leq 4,99\%$	Very low influence
5% - 16,99%	Low but definite influence
17% - 49,99%	Influence is quite significant
50% - 80,99%	High/strong influence
$\geq 81\%$	Very high influence

Source: Fitrianingsih & Budiansyah (2018)

RESULTS OF RESEARCH AND DISCUSSION

Respondents' Responses to Discipline Development and Physical Work Environment on Job Satisfaction of ASN Functional Positions of the Cimahi City Education Office

Before that, a validity and realism test must be carried out on the research instrument. This test aims to ensure that each statement item used is able to measure research variables appropriately and consistently. The results of the validity test and reliability test are presented in the following sections:

Validity Test

The validity test is used to measure the validity or validity of a questionnaire. According to Ghozali, (2021) a questionnaire is said to be valid if the questions on the questionnaire are able to reveal something that will be measured by the questionnaire.

Table 6 Results of the Validity Test of Variables of Discipline development, Physical Work Environment, and Job Satisfaction

No. Questionnaire	X1 - r_{count}	X2 - r_{count}	Y - r_{count}	r_{label}
1	Q1 = 0,643	Q1 = 0,718	Q1 = 0,595	0,217
2	Q2 = 0,694	Q2 = 0,823	Q2 = 0,674	
3	Q3 = 0,699	Q3 = 0,782	Q3 = 0,743	
4	Q4 = 0,726	Q4 = 0,624	Q4 = 0,710	
5	Q5 = 0,690	Q5 = 0,727	Q5 = 0,642	
6	Q6 = 0,728	Q6 = 0,365	Q6 = 0,647	
7	Q7 = 0,577	Q7 = 0,689	-	
8	Q8 = 0,541	Q8 = 0,585	-	
9	Q9 = 0,501	Q9 = 0,427	-	
10	-	Q10 = 0,634	-	
11	-	Q11 = 0,742	-	
Conclusion	Valid	Valid	Valid	

Source: SPSS Output Version 26.

Based on the results of the validity test, it shows that all statements in the questionnaire are valid because each r of the calculated table is greater than the r -table (0.217). This means that the measurement instrument used to collect data in this study is able to measure the variables that should be measured.

Reliability Test

Reliability is actually a tool for measuring a questionnaire that is an indicator of a variable or construct. According to Ghazali, (2021) a questionnaire is said to be reliable if a person's answer to a statement is consistent or stable over time.

Table 7 Results of the Feasibility Test of Variables of Discipline Development, Physical Work Environment, and Job Satisfaction

Variabel	Cronbach Alpha	Conditions	Conclusion
X1 Discipline construction	0,825	0,70	Reliabel
X2 Physical work environment	0,862		Reliabel
Y Job satisfaction	0,749		Reliabel

Source: SPSS Output Version 26.

Based on the results of the reliability test, all research variables obtained a Cronbach's Alpha value greater than 0.70, so that it could be declared to meet the reliability criteria. These results show that the research instrument has a good level of consistency in measuring each variable, making it suitable for use as a data collection tool. Thus, the instruments used in this study can be trusted to produce consistent data and be able to support the next analysis process.

Respondents' Responses to the Discipline Development of ASN Functional Positions of the Cimahi City Education Office

The following are the results of respondents' responses regarding the variables of discipline development with sub-variables compiling rules and regulations that are guidelines for all employees, creating and punishing the actions of employees who violate discipline, and conducting coaching through a number of discipline trainings continuously.

Table 8 Total Average Responses to Job Satisfaction Variables

Sub Variabel	Total Average	Criteria
Prepare rules and regulations that serve as guidelines for all employees	3,86	Conform
Creating and punishing the actions of employees who violate discipline	3,79	Effective
Conducting coaching through a number of discipline training on an ongoing basis	3,77	Good
Average Total Score $(3.87 + 3.78 + 3.77)/3 = 3.80$		
Criteria = Good		

Source: Questionnaire, Reprocessed, Year 2026.

Based on the results of the respondents' responses to the discipline development variable, an average score of 3.80 was obtained which was included in the good criteria of the maximum criterion of very good. This means that discipline development in ASN Functional Positions of the Cimahi City Education Office has been carried out well.

Respondents' Responses to the Physical Work Environment of ASN Functional Positions of the Cimahi City Education Office

The following are the results of respondents' responses regarding the variables of the physical work environment with sub-variables of lighting, air comfort, bad odors, decoration, safety at work, and cleanliness.

Table 9 Total Average Responses to Physical Work Environment Variables

Sub Variabel	Total Average	Criteria
Description	3,41	Bright
Air comfort	3,46	Convenient
Bad smell	3,37	Quite Fragrant
Decoration	3,04	Quite appropriate
Safety in the workplace	4,07	Secure
Hygiene	3,39	Pretty Clean
Average Total Score $(3.41 + 3.46 + 3.37 + 3.04 + 4.07 + 3.39)/6 = 3.41$		
Criteria = Good		

Source: Questionnaire, Reprocessed, Year 2026.

The average score on each sub-variable of the physical work environment in the ASN Functional Position of the Cimahi City Education Office, overall the physical work environment has an average of 3.41 and is included in the good criteria of the maximum criterion of very good. Where the decoration subvariable has the lowest average total score among the others, which is 3.04. Meanwhile, the safety sub-variable in the workplace was the highest sub-variable with a total average of 4.07. Although they have different average totals, in this case it shows the sub-variables of the physical work environment, namely lighting included in the light criteria, air comfort included in the comfortable criteria, unpleasant odors included in the fairly fragrant criteria, and cleanliness included in the fairly clean criteria. This means that the physical work environment in the ASN Functional Position of the Cimahi City Education Office is good, but it is not in accordance with what is expected by employees.

Respondents' Responses to the Job Satisfaction of ASN Functional Positions of the Cimahi City Education Office

The following are the results of respondents' responses regarding the variables of job satisfaction with the sub-variables of absenteeism rate, employment level, and agency organization size.

Table 10 Total Average Responses to Job Satisfaction Variables

Sub Variabel	Total Average	Criteria
Absenteeism rate	4,04	Low
Employment level	3,93	Conform
Size of the organization of the agency	4,03	Good
Average Total Score $(4.04 + 3.93 + 4.03)/3 = 4.00$		
Criteria = Satisfied		

Source: Questionnaire, Reprocessed, Year 2026.

The average total score on each sub-variable of job satisfaction in ASN Functional Position of the Cimahi City Education Office, overall job satisfaction has an average score of 4.00 and is included in the satisfaction criteria of the maximum criterion of very satisfied. This means that the job satisfaction of ASN Functional Positions of the Cimahi City Education Office is satisfied.

The Influence of Discipline Development and Physical Work Environment on the Job Satisfaction of ASN Functional Positions of the Cimahi City Education Office

Before the multiple regression test and determination coefficients are carried out, they must be declared to have passed the classical assumption test with the following results:

Based on the normality test, it showed a significance value (sig.) of $0.200 > 0.05$ which indicates that the data in this study is normally distributed. The results of the multicollinearity test showed a tolerance value of $0.645 > 0.10$ and a VIF value of $1.552 < 10$ which indicates that there are no symptoms of multicollinearity. This shows that there is no correlation between independent variables in the regression model. Meanwhile, the heteroscedasticity test showed a significance greater than 0.05, namely in the discipline development variable of 0.934 and for the physical work environment variable of 0.273 which indicates that there were no symptoms of heteroscedasticity. This means that there is no disparity of variance and residual from one observation to another.

The Influence of Discipline Development and Physical Work Environment on the Job Satisfaction of ASN Functional Positions of the Cimahi City Education Office Partially

To find out how much influence independent variables have on dependent variables partially, it can be seen from the results of multiple regression tests in the following table:

Table 11 Multiple Regression Test Results

Variabel	Unstandarized Coefficients
	B
Constant	10,926
Discipline Development	0,222
Physical Work Environment	0,146
Dependent Variables: Job Satisfaction	

Source: SPSS Output Version 26

Based on the results of the multiple regression test, the following equation was produced:

$$Y = 10.926 + 0.222X_1 + 0.146X_2$$

1. Based on the above equation with a B_1 value of 0.222, discipline development has a positive effect on the job satisfaction of ASN Functional Positions of the Cimahi City Education

Office. This means that if the discipline development is good, the job satisfaction of ASN Functional Positions of the Cimahi City Education Office will increase.

2. Based on the above equation with a B_2 value of 0.146, the physical work environment has a positive effect on the job satisfaction of ASN Functional Positions of the Cimahi City Education Office. This means that if the physical work environment is good, the job satisfaction of ASN Functional Positions of the Cimahi City Education Office will increase.

Partial Test (t-test)

The partial test (t-test) is used to determine the influence between independent variables (X) individually or partially on dependent variables (Y) by comparing t calculations with t_{tables} .

Table 12 Partial Test Results (t-test)

Variabel	t count	t table	Sig.
Discipline Development (X1)	2.850	1.664	0,006
Physical Work Environment (X2)	2.588	1.664	0,011

Source: SPSS Output Version 26.

Based on the results of the calculation above, it shows that:

1. Discipline development had a positive and significant effect with a sig value of $0.006 < 0.05$. The results show that H_0 was rejected and H_a was accepted
2. The physical work environment had a positive effect and was identified with a sig value of $0.011 < 0.05$. The results show that H_0 was rejected and H_a was accepted

The Effect of Discipline Development and Physical Work Environment on the Job Satisfaction of ASN Functional Positions of the Cimahi City Education Office Simultaneously

This study also measures the extent of the model's ability to apply dependent variables. Based on the results of the data processing, it can be seen in the following table:

Table 13 Determination Coefficient Calculation Results (R^2)

Models	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.563 ^A	,317	,300	2,191

Source: SPSS Output Version 26.

Based on the results of the calculation using SPSS version 26, it is illustrated that the *R Square* (determination coefficient) is 0.317, meaning that the variables of discipline development and physical work environment simultaneously affect the job satisfaction of ASN of the Functional Position of the Cimahi City Education Office by 31.7%. It can be interpreted that the development of discipline and the physical work environment affects the job satisfaction of ASN Functional Positions of the Cimahi City Education Office with a significant level of **influence**. Meanwhile, 68.3% were influenced by other factors that were not studied. This means that if the better the discipline and physical work environment are coached, the job satisfaction of employees will increase.

Simultaneous Test (F Test)

Simultaneous tests were conducted to determine the effect of discipline development and physical work environment on job satisfaction together. Based on the results of the data processing, it can be seen in the following table:

Table 14 Simultaneous Test Results (F Test)

Variabel	F-value	F-Table	Sig.
Coaching discipline and physical work environment towards job satisfaction	18,317	3,11	0,000

Source: SPSS Output Version 26.

The results showed that the F value was calculated at $18.317 > 3.11$ (F_{table}) with a significance value of $0.000 < 0.05$. The results show that H_0 was rejected and H_a was accepted, so it can be concluded that the simultaneous development of discipline and physical work environment has a significant effect on the job satisfaction of ASN of the Functional Position of the Cimahi City Education Office.

DISCUSSION

The Effect of Discipline Development on the Job Satisfaction of ASN Functional Positions of the Cimahi City Education Office

The results of the study show that discipline development has a positive effect on the job satisfaction of ASN Functional Positions of the Cimahi City Education Office. This means that if the discipline development is good, it will increase job satisfaction.

This finding is in line with research conducted by Juningsih and Prabowo (2025), which shows that discipline development has a positive effect on the job satisfaction of State Civil Apparatus Teachers (ASN) of SDN Pabaki 09 Bandung City. In addition, the research by Ambarwati & Prabowo (2025) states that discipline development has a positive effect on the job satisfaction of Employees of the Stamping Division of the Production Section-1 of PT. XYZ. In addition, the research of Deannova & Lestari (2025) also states that discipline development has a positive effect on job satisfaction.

The Influence of the Physical Work Environment on the Job Satisfaction of ASN Functional Positions of the Cimahi City Education Office

The results of this study show that the physical work environment has a positive effect on the job satisfaction of ASN Functional Positions of the Cimahi City Education Office. This means that if the physical work environment is good, it will increase job satisfaction.

These findings are in line with previous research conducted by Trisnawaty et al., (2025) which stated that the physical work environment has a positive effect on employee job satisfaction. In addition, the research conducted by Nathania and Martha (2023) also stated that the physical work environment has a positive effect on job satisfaction of employees of the West Sumatra Provincial Research and Development Agency. In addition, the research by Ilhamsyah and Maliah (2020) also stated that the physical work environment has a positive effect on the job satisfaction of employees of the Checker Section of PT. XYZ.

The Effect of Discipline Development and Physical Work Environment on the Job Satisfaction of ASN Functional Positions of the Cimahi City Education Office

The results of simultaneous hypothesis testing showed that the simultaneous development of discipline and physical work environment had an effect on the job satisfaction of ASN of the Functional Position of the Cimahi City Education Office. This means that if the discipline and physical work environment are good, employee job satisfaction will increase.

These findings are in line with research conducted by Alawiah & Santosa (2024), which states that the development of discipline and physical work environment simultaneously affects job satisfaction.

CONCLUSION

Based on the results of research and discussions that have been carried out to determine the influence of discipline development and physical work environment on the job satisfaction of ASN Functional Positions of the Cimahi City Education Office, it can be concluded as follows:

1. The respondents' responses to the implementation of ASN discipline development for the Functional Position of the Cimahi City Education Office are included in the good criteria. This means that the better the Discipline development, the job satisfaction of employees will increase.
2. Respondents' responses to the physical working environment conditions of ASN Functional Positions of the Cimahi City Education Office are included in the good criteria. This means that the better the physical work environment, the employee job satisfaction will increase.
3. The job satisfaction of ASN of the Functional Position of the Cimahi City Education Office is included in the satisfaction criteria. This means that the better the discipline and physical work environment, the more employee job satisfaction will increase.
4. The effect of discipline development and physical work environment on the job satisfaction of ASN Functional Positions of the Cimahi City Education Office both partially and simultaneously:
 - a. Partial discipline development has a positive effect on the job satisfaction of ASN Functional Positions of the Cimahi City Education Office. This means that good discipline development will increase employee job satisfaction.
 - b. The physical work environment partially has a positive effect on the job satisfaction of ASN Functional Positions of the Cimahi City Education Office. This means that a good physical work environment will increase employee job satisfaction.
 - c. The development of discipline and physical work environment simultaneously affects the job satisfaction of ASN Functional Positions of the Cimahi City Education Office. This means that if the discipline and physical work environment are good, employee job satisfaction will increase.

Based on the results obtained, the researcher submitted several suggestions for the next researcher and as a consideration for the Cimahi City Education Office in formulating policies and decision-making regarding discipline development, physical work environment and job satisfaction.

1. Advice for agencies
 - a. Based on respondents' responses regarding discipline development, it is included in the good criteria. However, the sub-variable of conducting coaching through a number of discipline training continuously has the smallest average total score of other sub-variables, for that the coaching needs to be maintained and it will be even better if it is improved by increasing the regularity of the implementation schedule so that its application is more consistent, so that it can increase employee job satisfaction.
 - b. Based on respondents' responses regarding the condition of the physical work environment, it is included in the good criteria. But the decoration sub-variable has the smallest average total score of other sub-variables, for this condition it needs to be

improved by readjusting the layout of the equipment in the workspace and the layout of the workspace, so as to increase employee job satisfaction.

- c. Based on respondents' responses regarding job satisfaction, it is included in the satisfaction criteria. But the sub-variable of job level has the smallest average total score of other sub-variables, this can be a consideration in order to review the division of tasks, workload, and review the abilities of each employee so that it can increase employee job satisfaction.

2. Suggestions for future researchers

If conducting research with the same title, the researcher can then add theories, samples, and other indicators that are not discussed in this study to clarify the problem and get the best solution. In addition, because this study only focuses on the effect of discipline development and physical work environment on job satisfaction. Then researchers can then consider other variables that have the potential to affect job satisfaction, such as workload, compensation, organizational commitment, and other factors.

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