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# The Influence of Work Discipline, Compensation, Career Development and Work Environment on Employee Performance at the Ministry of Religious Affairs Office in South Jakarta

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**ABSTRACT**
The purpose of this study was to analyze the effect of work discipline, compensation, career development and work environment on employee performance at the Ministry of Religion's Office in South Jakarta. In this study using primary data obtained from distributing questionnaires to 100 employees at the Ministry of Religion in South Jakarta City. This study uses the method of Multiple Linear Regression, the results of this study indicate that there is a positive and significant effect on employee performance. The results showed that each variable, namely Work Discipline, Compensation, Career Development and Work Environment had a positive and significant effect on Employee Performance at the Ministry of Religion in South Jakarta.

Keywords: Work Discipline, Compensation, Career Development, Work Environment and Employee Performance

## INTRODUCTION

High performance is a manifestation of employee quality. This performance is important in order to support the company's success in achieving its goals and can be created if there is high enthusiasm from its employees. Every company always tries to improve employee performance, with the hope that the company's goals will be achieved. Companies will take various methods to improve the performance of their employees, for example through career development, work environment, work discipline and providing appropriate compensation.

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The South Jakarta City Ministry of Religion Office, is a vertical agency of the Ministry of Religion (excluding autonomous ones), is under and directly responsible to the Minister of Religion. Every policy carried out by the Ministry of Religion must always adhere to the lines and rails that have been determined by the Minister of Religion and must also have the obligation to provide a report to the Minister of

Religion. The main duties and functions of the South Jakarta City Ministry of Religion office are in accordance with the policies of the Minister of Religion.

The phenomenon that occurs at the South Jakarta City Ministry of Religion office is related to the performance of its employees, for example, slowness in completing work and so on, if work targets are known to have not been achieved, this can cause employee performance to decline.

For this reason, you can see in the table below the number of employees at the South Jakarta City Ministry of Religion office:

**Table 1. Number of Employees in the South Jakarta City Ministry of Religion Office**

| No. | Division | Number of employees |
|---|---|---|
| 1 | General Division | 27 |
| 2 | Finance Division | 24 |
| 3 | Hajj Division | 33 |
| 4 | Personnel Division | 31 |
| 5 | Sharia Division | 15 |
| TOTAL | | 130 |

Source: Personnel Division, 2019

From Table 1 it can be explained that there are 130 employees at the Jakarta City Ministry of Religion office, which are divided into 5 divisions, namely the general division with 27 employees, the finance division with 24 employees, the Hajj division with 33 employees, the civil service division with 31 employees and sharia division with 15 employees. Meanwhile, for more details regarding the level of employee absenteeism at the South Jakarta City Ministry of Religion office, you can see the following table:

**Table 2. Recap of Employee Attendance at the South Jakarta City Ministry of Religion Office 2016-2018**

| No | Year | Number of Employees (Person) | Come too late (Person) | Sick (Person) | Alpha (Person) | Permission (Person) |
|---|---|---|---|---|---|---|
| 1 | 2016 | 130 | 30 | 5 | 35 | 27 |
| 2 | 2017 | 130 | 28 | 4 | 39 | 22 |
| 3 | 2018 | 130 | 33 | 2 | 36 | 34 |

Source: Civil Service Division, 2019

Based on table 2, it is explained that the results of the recap of employee attendance from 2016-2018 at the Ministry of Religion of South Jakarta City can be

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concluded that there are still many employees who arrive late and alpha or without information. Where in 2018 there were 33 employees who arrived late, an increase from the previous year when there were only 28 people who were late. Meanwhile, in 2018, there were 36 employees who were alpha or without information in the alpha or no information category. This indicates that there are problems in terms of work discipline at the South Jakarta City Ministry of Religion office

This shows that there are several problems related to employee performance, work discipline and the work environment in the organization. With the decline in employee work discipline, it will have an impact on employee performance, therefore the leadership of the South Jakarta City Ministry of Religion office must overcome this problem.

You can see data on the number of targets and actual work of employees from the five divisions at the South Jakarta City Ministry of Religion office for 2016-2018:

**Table 3. Targets and Realization of Employee Work at the South Jakarta City Ministry of Religion Office 2015-2018**

| Year | Job Target (Job Type) | Work (Achievements) Realization |
|---|---|---|
| 2015 | 83 | 75 |
| 2016 | 87 | 71 |
| 2017 | 92 | 79 |
| 2018 | 84 | 72 |

Source: personnel division, 2019

From table 3 it can be seen that the level of employee work realization is unstable. This can be seen in the last four years. Where in 2015 there were 83 types of jobs, the number of job realizations was 75, in 2016 there were 87 types of jobs, the achievements were 71, in 2017 the number of job types increased to 92, while the achievements were 79, then in 2018 there were 84 types of jobs, job realizations totaling 72. The declining level of realization is a serious problem faced by organizations and companies. Leaders must try to find the cause of the decline in work realization.

Based on the description of the background to the problem above, the author is interested in conducting research with the title "The Influence of Work Discipline, Compensation, Career Development and Work Environment on Employee Performance at the Office of the Ministry of Religion, South Jakarta City".

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## RESEARCH METHODS

### A. Data Sources and Types

In this study, the source of research data is primary data, so according to Sugiyono (2017: 223), primary data collection techniques can be carried out using interviews, questionnaires, observations or a combination of the three. Based on this concept, in obtaining the desired primary data, the author used a questionnaire data collection technique. In this research, the data source used was a questionnaire filled out by employees at the South Jakarta City Ministry of Religion office who were the respondents.

### B. Population

According to Arikunto (2013: 130), population is a generalization area consisting of all research subjects to be studied and then conclusions drawn. Meanwhile, according to Husein Umar (2014: 77), population is defined as a generalization area consisting of objects/subjects that have certain characteristics and have the same opportunity to be selected as members of the sample.

In this research, the population used was employees at the South Jakarta City Ministry of Religion office, namely 130 people. The number is large, so sampling was carried out for this research.

**C. Sample**

According to Sugiyono (2016; 81), the sample is part of the number and characteristics of the population. If the population is large, the researcher only takes a portion of the population and the research results will be generalized to the entire population. The samples taken in this study used the Slovin formula with the following formula :

$$n = \frac{N}{1 + N\,(e)_2}$$

$$n = \frac{130}{1 + 130(0{,}05)^2}$$

= 98 .11 Information: n = Sample size N = Population size e = percent allowance for inaccuracy due to sampling error which is still tolerable or desirable, in this study 5%. With this formula, the sample used in this study was rounded up to 100 people using a simple random sampling method, meaning that in this study, individuals from the population who could be the sample for this study were employees at the South Jakarta City Ministry of Religion office.

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## RESULTS AND DISCUSSION

Before using multiple regression analysis, prerequisite tests are carried out, namely the normality test and heteroscedasticity test. From the normality test, the results showed that the data was normally distributed. Then, from the heteroscedasticity test, the result was that the data variance for each residual distribution variable was irregular. The test results meet the requirements for using multiple regression analysis. The results of multiple regression analysis can be seen in the image below: **Perception Level Analysis**

**a. Descriptive Analysis of Work Discipline ($X_1$)**

**Table 4. Total Mean Score for Work Discipline**

| | | |
|---|---|---|
| **Timely attendance** | | |
| 1 | Presence is something I always prioritize | 4.32 |
| **Timely completion of work** | 2 I always finish my work on time | 4.11 |
| **Comply with work regulations** | | |
| 3 | I comply with the regulations set by the institution | 4.31 |
| **Mean Work Discipline Score ($X_1$)** | | **4.24** |

Source: SPSS 20 output, 2020

From table 4 it can be seen that the indicator of on-time attendance has an average of 4.32, which means that the majority of respondents agree that attendance is something that is always a priority. Meanwhile, the indicator of timeliness of work completion has an average of 4.11, which means that most respondents agree that they always complete work on time, and the indicator of complying with work regulations has an average of 4.31, which means that most respondents agree that they comply with the regulations. determined by the institution. So it can be concluded with a total average of 4.24 that respondents agree with the statement regarding work discipline.

**b. Compensation Descriptive Analysis ($X_2$)**

| | | |
|---|---|---|
| **Wages and Salaries** | | |
| 1 | I get a basic salary according to my duties and work performance. | 4.26 |
| **Allowance** | | |
| 2 | The benefits received are in line with expectations | 4.38 |
| **Incentive** | | |
| 3 | Incentives provide more enthusiasm for work | 4.30 |
| **Mean Compensation Score ($X_2$)** | | **4.31** |

**Table 5. Total Mean Compensation Score**

Source: SPSS 20 output, 2020

From table 5 it can be seen that the wages and salaries indicator has an average of 4.26, which means that most respondents agree that they receive a basic salary in accordance with their own duties and work performance. Meanwhile, the benefits indicator has an average of 4.38, which means that most respondents agree that the benefits they receive are in line with expectations , and the incentives indicator has an average of 4.30, which means that most respondents agree that incentives provide more enthusiasm for work . So it can be concluded that the total average is 4.31, indicating that respondents agree with the statement regarding compensation.

**c. Descriptive Analysis of Career Development**

**Table 6. Total Career Development Mean Score**

| | | |
|---|---|---|
| **Fair treatment in a career** | | |
| 1 | The institution fairly provides equal opportunities for all employees to advance in position or class | 4.24 |
| **Information about various promotional opportunities.** | | |
| 2 | The career planning set by the institution is understood by employees. | 4.25 |
| **Management Support** | | |
| 3 | Leaders always provide encouragement and | 4.30 |

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|---|---|---|
| | enthusiasm in terms of career planning and development | |
| **Mean Score Career development ($X_3$)** | | **4.26** |

Source: SPSS 20 output, 2020

From table 6, it can be seen that the indicator of fair treatment in a career has an average of 4.24, which means that the majority of respondents agree that the institution fairly provides all employees with equal opportunities to advance in position or class. Meanwhile, the indicator of information about various promotional opportunities has an average of 4.25, which means that most respondents agree that the career planning set by the institution has been understood by them , and the indicator of management support has an average of 4.30, which means that most respondents agree that the leadership always provide encouragement and enthusiasm in terms of planning and developing their careers . So it can be concluded that the total average is 4.26, indicating that respondents agree with the statement regarding career development.

**d. Descriptive Analysis of the Work Environment**

**Table 7. Total Work Environment Mean Score**

| | | |
|---|---|---|
| **Work atmosphere** | | |
| 1 | I feel comfortable with the working atmosphere in the company. | 4.33 |
| **Relationships between co-workers** | | |
| 2 | I have good relationships with other employees. 4.22 **Availability of facilities for employees** | |
| 3 | The facilities provided by the institution are in accordance with the work 4.30 I do. | |
| **Mean Work Environment Score ($X_4$)** | | **4.28** |

Source: SPSS 20 output, 2020

From table 7 it can be seen that the working atmosphere indicator has an average of 4.33, which means that most respondents agree that they feel comfortable with the working atmosphere in the company. Meanwhile, the indicator of relationships between colleagues has an average of 4.22, which means that most respondents agree that they have good relationships with other employees , and the indicator of the availability of facilities for employees has an average of 4.30, which means that most respondents agree that the facilities provided by the institution is in accordance with the work they do . So it can be concluded that the total average is 4.28, indicating that respondents agree with the statement regarding the work environment in the office of the Ministry of Religion, South Jakarta City.

**e. Descriptive Analysis of Employee Performance**

**Table 8. Total Mean Score of Employee Performance**

| | | |
|---|---|---|
| **Work quality** | | |
| 1 | I strive to be an individual who always strives to improve the quality of performance | 4.29 |
| **Timely completion of work** | | |
| 2 | I try my best to find ways to complete routine work on time or faster | 4.32 |
| **Effectiveness** | | |
| 3 | I have knowledge of the work I do. | 4.35 |
| **Mean Employee Performance Score (Y)** | | **4.32** |

Source: SPSS 20 output, 2020

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From table 8 it can be seen that the work quality indicator has an average of 4.29, which means that the majority of respondents agree that they strive to be individuals who always try to improve the quality of their performance. Meanwhile, the timeliness indicator for completing work has an average of 4.32 , which means that most respondents agree that they try as hard as possible to find ways to complete routine work on time or more quickly, and the effectiveness indicator has an average of 4.35, which means some respondents agreed that they had knowledge of the work being done . So it can be concluded that the total average is 4.32, indicating that respondents agree with the statement regarding the performance of employees in the South Jakarta City Ministry of Religion office. **3. Research Analysis Results**

**a. Instrument Test 1) Validity Test**

**Table 9. Validity test results**

| Variable | Statement | r count | r table | Information |
|---|---|---|---|---|
| Work Discipline ($X_1$) | Statement 1 | 0.663 | 0.196 | valid |
| | Statement 2 | 0.540 | 0.196 | valid |
| | Statement 3 | 0.588 | 0.196 | valid |
| Compensation ($X_2$) | Statement 1 | 0.820 | 0.196 | valid |
| | Statement 2 | 0.847 | 0.196 | valid |
| | Statement 3 | 0.620 | 0.196 | valid |
| Career Development ($X_3$) | Statement 1 | 0.665 | 0.196 | valid |
| | Statement 2 | 0.575 | 0.196 | valid |
| | Statement 3 | 0.763 | 0.196 | valid |
| Working environment ($X_4$) | Statement 1 | 0.636 | 0.196 | valid |
| | Statement 2 | 0.698 | 0.196 | valid |
| | Statement 3 | 0.686 | 0.196 | valid |
| Employee Performance (Y) | Statement 1 | 0.655 | 0.196 | valid |
| | Statement 2 | 0.529 | 0.196 | valid |
| | Statement 3 | 0.614 | 0.196 | valid |

Source: SPSS 20 output, 2020

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It can be seen from table 9 that it can be concluded that all statements are about all variables The questionnaire used in this research was declared valid and can be used in this research. This can be seen from each indicator with the calculated r value > r table where the values are obtained from SPSS 20 processed data . So it can be concluded that all statements are about all variables of the questionnaire used in this research was declared valid .

**2) Reliability Test**

**Table 10. Instrument reliability test results**

| Variable | Cronbach's Alpha | Information |
|---|---|---|
| Work Discipline | 0,768 _ | Reliable |
| Compensation | 0.63 8 | Reliable |
| Career development | 0.892 _ | Reliable |
| Work environment | 0.745 _ | Reliable |
| Employee Performance | 0.905 | Reliable |

Data Source: Data processed from SPSS 20 Output, 2020

Based on table 10 above, the Cronbach Alpha value for all variables is above 0.6, so all results are reliable. It can be concluded that the variables are work discipline, compensation, career development, work environment and employee performance is quite good because the Cronbach's Alpha value is more than 0.6, then the measurement value is reliable or meets the reliability requirements.

**b. Classic assumption test 1)**

**Normality Test**

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**Table 11. Normality Test Output**

| One-Sample Kolmogorov-Smirnov Test | | |
|---|---|---|
| | | **Unstandardized Residuals** |
| N | | 100 |
| Normal Parameters [a, b] | Mean | 0E-7 |
| | Std. Deviation | .57180170 |
| Most Extreme Differences | Absolute | .071 |
| | Positive | .071 |
| | Negative | -.064 |
| Kolmogorov-Smirnov Z | | ,707 |
| Asymp. Sig. (2-tailed) | | ,700 |

a. Test distribution is Normal.
b. Calculated from data.

Source: SPSS 20 output, 2020

Based on table 11, it can be seen that the significance value (Asymp. Sig. 2tailed) is 0.700, which means that the regression model in this study of the dependent and independent variables has a normal sample distribution because it has a significance value of > 0.05. So it is concluded that the population distribution or the results of purchasing decisions originating from price perceptions, brand image and product quality are normally distributed, at a significance level of 0.05 . **2 ) Multicollinearity Test**

**Table 12. Multicollinearity Test Output**

**Coefficients [a]**

| **Model** | **Collinearity Statistics** | |
|---|---|---|
| | **Tolerance** | **VIF** |
| (Constant) | | |
| work_discipline | ,956 | 1,046 |
| compensation 1 | ,725 | 1,380 |
| career development | ,978 | 1,023 |
| work environment | ,719 | 1,391 |

Source: SPSS 20 output, 2020

Based on table 12 above it can be seen that:

a) Work discipline has a Tolerance value > 0.1 and VIF 1.04 6 < 10, so multicollinearity does not occur.
b) Compensation has a Tolerance value > 0.1 and VIF 1, 380 < 10, so multicollinearity does not occur.
c) Career development has a Tolerance value > 0.1 and VIF 1 , 023 < 10, so multicollinearity does not occur.
d) The work environment has a Tolerance value > 0.1 and VIF 1 , 391 < 10, so multicollinearity does not occur

**3 ) Heteroscedasticity Test**

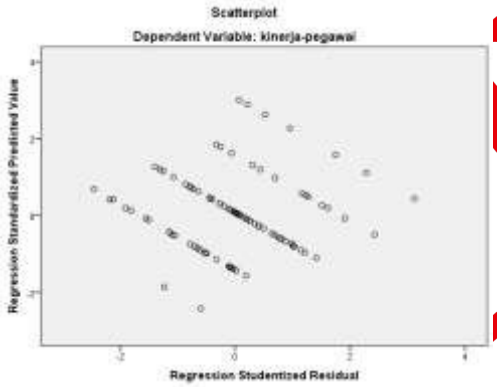


Figure 1. Heteroscedasticity
Source: SPSS 20 output, 2020

Based on Figure 1 above, it can be seen that the points are spread out and do not form a clear pattern, so heteroscedasticity does not occur.

**c. Autocorrelation Test**

**Table 13. Autocorrelation Test Results**

| Model Summary [b] | |
|---|---|
| Model | Durbin-Watson |
| 1 | 1,949 |

Source: SPSS 20 Output, 2020

Based on the results of the autocorrelation test in table 13, the DW value is 1.949 compared to the DW value in the table using a significance of 5% with a sample size of (n) 100 and a number of independent variables of 4 (K=4), then in the DW table the value of dL = 1.592 and dU = 1.758 is obtained. = 2.242 (4-dU). This is in accordance with the decision criteria, namely dU<DW<4-dU, (1.758<1.949<2.242), so DW is located between dU and 4-dU, so it can be concluded that there is no autocorrelation.

**d. Multiple Linear Regression Analysis**

**Table 14. Results of Multiple Linear Regression Analysis**

| Coefficients [a] | | | | |
|---|---|---|---|---|
| **Model** | **Unstandardized Coefficients** | **Standardized Coefficients** | **t** | **Sig.** |

| | | B | Std. Error | Beta | | |
|---|---|---|---|---|---|---|
| | (Constant) | 2,439 | 1,220 | | 1,999 | ,048 |
| | work_discipline | ,254 | ,063 | ,274 | 4,014 | ,000 |
| 1 | compensation | .105 | ,052 | ,159 | 2,033 | ,045 |
| | career development | ,598 | ,062 | ,649 | 9,639 | ,000 |
| | work environment | .135 | ,064 | ,166 | 2,117 | ,037 |

a. Dependent Variable: employee-performance

Source: SPSS 20 output, 2020

Based on table 14 regarding the regression coefficients for the standardized coefficients column , the linear regression equation is as follows: Y = 0.274 X1 + 0.159 X2 + 0.649 _ Information :

Y = Employee Performance
X1 = Work Discipline
X2 = Compensation
X3 = Career development
$X_4$ = Work Environment
X3 = Product Quality

1) The regression coefficient for work discipline is 0.274 . This means that if work discipline increases by one point assuming other variables remain constant, then employee performance will increase by 0.274 or 27.4 % . The coefficient is positive, meaning that work discipline (X1 ) and employee performance (Y) are positively related. An increase in work discipline will result in an increase in employee performance (Y).
2) The compensation regression coefficient the coefficient is positive, meaning that compensation ($X_2$) and employee performance (Y) are positively related. An increase in compensation will result in an increase in employee performance (Y).
3) The career development regression coefficient is 0.649, meaning that if career development increases by one point assuming other variables remain constant, then employee performance will increase by 0.649 units or 64.9 %. The coefficient is positive, meaning that career development (X3 ) and employee performance (Y) are positively related. An increase in career development will result in an increase in employee performance (Y).
4) The work environment regression coefficient is 0.166, meaning that if the work environment increases by one point assuming other variables remain constant, then employee performance will increase by 0.166 units or 16.6 %. The coefficient is positive, meaning that the work environment (X4 ) and employee performance (Y) are positively related. An increase in the work environment will result in an increase in employee performance (Y).

**e. Model Feasibility Test 1)**

**F Test**

**Table 15. F Test calculation results**

**ANOVA [a]**

| Model | Sum Squares | of df | Mean Square | F | Sig. |
|---|---|---|---|---|---|
| Regression | 44,381 | 4 | 11,095 | 32,564 | ,000 [b] |

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| | | | | | |
|---|---|---|---|---|---|
| 1 | Residual | 32,369 | 95 | ,341 | |
| | Total | 76,750 | 99 | | |

a. Dependent Variable: employee-performance

b. Predictors: (Constant), work_environment, career_development, work_discipline, compensation

Source: SPSS 20 Output, 2020

From the results of table 15 above. It was found that the $_{\text{calculated F value}}$ was 32.564 and the Sig value = (0.000), smaller than the alpha probability limit or the allowable error limit, namely 5% (0.05). Meaning of Sig value. In the Anova table, the model is said to be significant because it is below the specified alpha value limit of 0.000< 0.05. So it can be concluded that in this research the model is said to be significant and suitable for use in this research based on the Sig value obtained, that all independent variables, namely work discipline ($X_1$), compensation ($X_2$), career development ($X_3$) and work environment ($X_4$) can explain any changes in the value of the dependent variable, namely employee performance (Y).

**2) Determination Coefficient Test ($R^2$)**

**Table 16. Coefficient of Determination Results**

**Model Summary**

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
|---|---|---|---|---|
| 1 | ,760 [a] | ,578 | ,560 | .58372 |

a. Predictors: (Constant), work_environment, career_development, work_discipline, compensation b. Dependent Variables: employee_performance

Source: SPSS 20 output , 2020

Based on table 16 above, the determinant coefficient (R2 ) is 0.560, which means that the relationship between the level of employee performance variables on work discipline, compensation, career development and work environment is 56%, while the remaining 44% is influenced by variables outside this research.

**3) Hypothesis Testing (t Test)**

**Table 17. T Test Calculation Results**

**Coefficients [a]**

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
|---|---|---|---|---|---|---|
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | 2,439 | 1,220 | | 1,999 | ,048 |
| | work_discipline | ,254 | ,063 | ,274 | 4,014 | ,000 |
| | compensation | .105 | ,052 | ,159 | 2,033 | ,045 |

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| | | | | | |
|---|---|---|---|---|---|
| career development | ,598 | ,062 | ,649 | 9,639 | ,000 |
| work environment | .135 | ,064 | ,166 | 2,117 | ,037 |

a. Dependent Variable: employee-performance

Source: SPSS 20 output, 2020

Based on Table 17, it can be concluded that the results of the t test are as follows:

a) Work Discipline Hypothesis Testing On Employee Performance .
The results of Table 17 can be explained that the influence of the Work Discipline variable on Employee Performance is seen from the significant value of 0.000. (0.000 < α 0.05) then Ho is rejected, it can be interpreted partially that Work Discipline has a positive and significant effect on Employee Performance.

b) Compensation Hypothesis Testing On Employee Performance .
The results of Table 17 can be explained that the influence of the Compensation variable on employee performance as seen from the significant value of 0.045. (0.045 < α 0.05) then Ho is rejected, it can be interpreted partially as Compensation has a positive and significant effect on employee performance.

c) Career Development Hypothesis Testing On Employee Performance.
The results of Table 17 can be explained that the influence of the Career Development variable on Employee Performance as seen from the significant value is 0.000. (0.000 < α 0.05) then Ho is rejected, it can be partially interpreted that Career Development has a positive and significant effect on Employee Performance.

d) Work Environment Hypothesis Testing On Employee Performance.
The results of Table 17 can be explained that the influence of the Work Environment variable on Employee Performance as seen from the significant value is 0.037. (0.037 < α 0.05) then Ho is rejected, it can be partially interpreted that the Work Environment has a positive and significant effect on Employee Performance.

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**Discussion A. The influence of work discipline on employee performance**

Based on the test results, it shows that the work discipline variable It is explained that the calculated t value is 4.014 and is significant 0.000. Because it is significant < 0.05, Ho is rejected, meaning that work discipline partially has a positive and significant effect on employee performance. The hypothesis proposed can be accepted. According to Hamali (2018:210) Discipline is a force that develops within an employee's body and causes employees to adapt voluntarily to regulatory decisions and the highest values of work and behavior.

The results of this research are supported by research conducted by Iqbal Kurnia (2013) on the influence of compensation, work discipline and work environment on the performance of private university lecturers in the Kopertis IV area of Banten province, which shows that work discipline has a positive and significant effect on lecturer performance.

**B. Effect of compensation on employee performance**

Based on the results of the t test, it shows that the compensation variable is explained by the calculated t value of 2.033 and a significant 0.045. because the calculated t value has a significance level of <0.05, Ho is rejected, meaning that compensation partially has a positive and significant effect on employee performance .

The hypothesis proposed can be accepted.

According to Saydam (2011: 181) states that compensation is a form of company remuneration for the sacrifice of time, energy and thoughts that they (employees) have given to the company. Meanwhile, according to Aritonang (2012: 2) compensation is all income in the form of money or goods directly or indirectly received by employees as compensation for services provided to the agency. This is in accordance with previous research conducted by Nadya Wahyuningtyas (2013) which stated that compensation has a significant effect on employee performance.

**C. The influence of career development on employee performance**

Based on the results of the t test, it shows that the career development variable is explained by the calculated t value of 9.639 and a significant 0.000. Because the calculated t value has a significance level of <0.05, Ho is rejected, meaning that career development partially has a positive and significant effect on employee performance. The proposed hypothesis is acceptable.

The results of this research are in line with research by Oktavia, et al (2014) and Suwanto (2017) which states that career development has a significant effect on employee work motivation. However, this is not in line with research conducted by Zahra and Gunawan (2015) that career development has a negative effect on employee work motivation.

**D. The influence of the work environment on employee performance**

Based on the results of the t test, it shows that the career development variable is explained by the calculated t value of 2.117 and a significant 0.037. Because the calculated t value has a significance level of <0.05, Ho is rejected, meaning that career development partially has a positive and significant effect on employee performance. The proposed hypothesis is acceptable.

Thus, it can be concluded that the work environment is the entire work facilities and infrastructure around employees which influence the work of employees in carrying out their duties, to support the achievement of the ideals desired by the company as a whole and by implementers. This opinion is in line with research by Resa Alumus-Tofa (2014) which states that the work environment has a significant effect on employee performance.

## CONCLUSION

Based on research regarding the influence of work discipline, compensation, career development and work environment on employee performance at the South Jakarta City Ministry of Religion office, it was found that all of these variables had a positive and significant effect on employee performance. The t test results show that work discipline, compensation, career development, and work environment have a significant influence on employee performance. Therefore, it is recommended to improve work discipline, especially in terms of punctuality, increase compensation through increasing wages and salaries, provide fair treatment in career development, and improve the work environment by providing adequate facilities. Sanctions for employees who do not comply with work discipline are also proposed, as well as the establishment of an effective compensation system and the provision of bonuses/incentives to outstanding employees. Apart from that, it is necessary to provide equal opportunities for career development through training and motivation, as well as improving facilities in the work environment to improve overall employee performance.

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