

ABSTRACT

SMK PGRI Cikampek is a vocational high school located in Karawang Regency. SMK PGRI Cikampek has three expertise programs, including Industrial Mechanical Maintenance Engineering (TPMI), Light Vehicle Engineering (TKR), and Software Engineering (RPL). To produce qualified prospective human resources, it is necessary to develop qualified and competent educators. Based on the results of the Teacher Performance Assessment (PKG), there is a decrease in the performance of SMK PGRI Cikampek teachers where in 2021 the PKG results reached 83%, while in 2022 the PKG results reached 80.5%. In addition, the results of student learning scores in the 2021/2022 and 2022/2023 school years in grades X to XII have not yet reached the KKM score.

This study aims to determine the work environment, work discipline, and teacher performance of SMK PGRI Cikampek, and to determine the effect of work environment and work discipline on the performance of SMK PGRI Cikampek teachers both partially and simultaneously.

This research uses quantitative methods. The data collection technique in this study was a questionnaire and used a saturated sample technique, so that this questionnaire was distributed to the entire population with a total of 62 SMK PGRI Cikampek teachers. Then, the data were analyzed using descriptive analysis techniques and path analysis using IBM SPSS 25.

The results showed that the work environment was in the "good" category, while work discipline and teacher performance were in the "high" category. There is a significant influence both partially and simultaneously on the environment and work discipline on teacher performance. The total influence of the environment and work discipline on teacher performance is 64% and 36% is influenced by other factors.

Keywords: *Work Environment, Work Discipline, Teacher Performance*