

## **Abstract**

*Perguruan Islam Ar-Risalah is an Islamic educational institution located in Padang, Sumatera Barat, Indonesia. The institution offers comprehensive Islamic education, ranging from kindergarten to senior high school (Madrasah Aliyah). It operates under the Yayasan Waqaf Ar Risalah foundation, which was established to address the need for high-quality Islamic education in the region, aiming to preserve and promote Islamic values and moral education. The institution provides boarding facilities, allowing students to fully immerse themselves in Islamic teachings within a structured and supportive environment.*

*This research was conducted with the aim of gaining a deeper understanding of the working conditions, level of work discipline, and performance of teachers at SMP and MA Perguruan Islam Ar-Risalah. Additionally, the study seeks to identify the extent to which the work environment and work discipline influence the performance of these teachers, both partially and simultaneously. Therefore, the results of this research are expected to provide a clear picture of the relationship between these factors and their impact on improving teacher performance within this educational setting.*

*This research employs a quantitative method as the primary approach for data collection and analysis. The sampling technique used in this study is probability sampling, with a simple random sampling approach. The total sample size for the study consists of 80 individuals. Data collection was carried out through a systematically structured questionnaire, complemented by interviews to obtain more in-depth information. The data analysis process includes several stages, starting with descriptive analysis, followed by a classical assumption test. Subsequently, multiple linear regression analysis was conducted, along with a determination coefficient test to measure the extent to which the independent variables contribute to changes in the dependent variable. Hypothesis testing was performed both partially using the T-test and simultaneously using the F-test, to obtain a more comprehensive conclusion.*

*The results of this study indicate that the physical work environment has a positive and significant partial influence on employee performance. Work discipline also has a positive and significant partial influence on employee performance. When both variables, the physical work environment and work discipline, are analyzed simultaneously, they both show a significant influence on employee performance. Based on the determination coefficient test, it is concluded that the physical work environment and work discipline contribute 66.2% to employee performance, while the remaining 33.8% is influenced by other factors not analyzed in this study.*

*This research is expected to benefit three main parties: the academic community, Perguruan Islam Ar-Risalah, and Yayasan Waqaf Ar-Risalah. By enhancing aspects of the physical work environment and work discipline, it is anticipated that the performance of teachers at Perguruan Islam Ar-Risalah will continue to improve. Furthermore, this study is expected to serve as a foundation for future researchers to expand the investigation by exploring new variables, different research objects, and a wider variety of analytical methods to yield more comprehensive and in-depth findings.*

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