

## **ABSTRACT**

*This study aims to analyze the effect of the non-physical work environment on employee performance with work discipline as a mediating variable among employees of Kantor Pos KC Klaten.*

*This study employs a quantitative approach using Structural Equation Modeling (SEM) based on Partial Least Squares (PLS), processed with SmartPLS version 4 software. The population consists of 47 employees, and the sampling technique used is non-probability sampling with a saturated sampling method.*

*The results of the study show that the non-physical work environment does not affect employee performance. The non-physical work environment has a positive and significant effect on work discipline, and work discipline has a positive and significant effect on employee performance. Furthermore, work discipline is proven to act as a mediating variable in the relationship between the non-physical work environment and employee performance.*

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

