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Pengaruh Disiplin Kerja, Lingkungan Kerja, dan Komitmen Organisasional terhadap Kinerja Karyawan: Studi pada Rumah Sakit Islam Banjarmasin Burhannudin Mohammad Zainul Muhammad Harlie Manajemen, Universitas Islam Kalimantan Muhammad Arsyad Al Banjari Banjarmasin, Indonesia Email korespondensi: burhanvirgo@gmail.com  
Abstract. This study aims to examine the effect of work discipline, work environment, and organizational commitment on employee performance at the Banjarmasin Islamic Hospital.

This research was conducted on non-medical employees of the Banjarmasin Islamic Hospital. There are 55 respondents who have been selected as samples using the Slovin formula. The method used in this research is survey, while the type of research is classified as explanatory research.

The method of data collection used a questionnaire with a Likert scale. Data analysis in this research using multiple linear regression, hypothesis testing, and coefficient of determination are assisted by IBM Version 24 Statistical Product and Se

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