

## THE EFFECT OF WORK DISCIPLINE AND WORK ENVIRONMENT ON EMPLOYEE PERFORMANCE AT PT AXIA MULTI SARANA KOTA JAKARTA SELATAN

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### Abstract:

The purpose of this study is to determine the Influence between Work Discipline and Work Environment on Employee Performance at PT. Axia Multi Sarana Kota South Jakarta both partially and simultaneously. The research method uses quantitative research methods with a descriptive approach. The sample used in this study was a saturated sample, which used the entire population of 50 people as a sample. The analysis uses validity tests, reliability tests, classical assumption tests, regression analysis, correlation coefficient analysis, coefficient of determination analysis, and hypothesis testing. The results showed that there was a positive influence between work discipline and partially employee performance.  $t$ -test of  $4.193 > t_{table}$  of  $1.677$  then  $H_{a1}$  is accepted and  $H_{o1}$  is rejected. The results showed that there was a positive influence between the work environment and employee performance partially.  $t$  test of  $8.179 > t_{table}$   $1.677$  then  $H_{a2}$  is accepted and  $H_{o2}$  is rejected. The results showed that there was a positive influence between the variables of work discipline and work environment on employee performance simultaneously, where the multiple regression equation  $Y = 10.424 + 0.075 X_1 + 0.683 X_2$  means a positive effect, The multiple correlation test  $r = 0.767$  belongs to the very strong category, the coefficient of determination is  $58.8\%$  and the rest is  $41.2\%$  which is influenced by other factors, the  $F$  test of  $F$  is calculated  $33.601 > the f_{table}$   $3.195$  means that it can be concluded that the variables of work discipline and work environment have a significant effect on employee performance.

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

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### 1. Introduction

In recent years. The competition that occurs in water pump companies is very tight which can have an impact on industrial growth in increasing production productivity. In an industrial activity, growth and increased competitiveness. Therefore, efforts are needed to be able to improve and control the existing quality by making improvements that can involve human and machine factors.

Human resources in an organization is an inseparable unit. A corporate organization can run as expected if there are human beings in it with a desire to make the organization where he works and earns a living experience levels of profit and development from year to year.

The simultaneous influence of work discipline and work environment on employee performance at PT. Galih Aesthetics Indonesia positively and significantly amounted to 61.8% while the remaining 38.2% is the influence of other variables not examined (Pradipta, 2021). Simultaneous test results obtained  $f_{count} > f_{table} = 12.012 > 3.16$  with a significant level of  $0.000 < 0.050$ , meaning that the work environment and work discipline have a positive and significant effect on employee performance at the Bina Graha Belaian Kasih Social Institution, West Jakarta with a contribution of 29.7% (Susilowati, 2021). Work discipline and work environment have a positive and significant effect on performance; work discipline has a positive and significant effect on employee performance; work environment has a positive and significant effect. its effect on employee performance (Putri, 2022).

Human resources (HR) is one of the most influential factors in a company in addition to other factors such as capital and technology. Therefore, human resources must also be managed properly in order to improve performance, as one of the functions in a company known as human resource management (HRM).

## **2. Research Method**

### **Types of research**

The type of research used in writing this thesis is a type of quantitative research with a descriptive approach. According to Sugiyono, (2017: 8) "quantitative research methods can be interpreted as research methods based on the philosophy of positivism, used to research on certain populations or samples, sampling techniques are generally carried out randomly, data collection uses research instruments, data analysis is quantitative/statistical with the aim of testing the hypotheses that have been set. This study uses a descriptive approach.

According to Sugiyono, (2017: 147) "the descriptive research method is carried out to determine the existence of independent variables, either only on one or more variables (the dependent variable or independent variable) without making comparisons of the variables themselves and looking for relationships with other variables."

### **Operational Research Variables**

Operational variables according to Sugiyono, (2017: 63) are as follows: "an attribute or trait or value of people, objects or activities that have certain variations that are applied by researchers to be studied and then conclusions are drawn."

#### **1. Independent Variable (Independent Variable)**

According to Sugiyono in Oscar and Diah, (2019: 3) "an independent variable is a variable that influences or becomes the cause of its change or the emergence of a dependent (bound) variable". In this study, the independent variables are work discipline (X1) and work environment (X2).

#### **2. Dependent Variable (Bound Variable)**

According to Sugiyono in Oscar and Diah, (2019: 3) "the dependent variable is the variable that is affected or which is the result because there are variables that are affected or that

are the result because there are independent variables". In this study, the dependent variable is Employee Performance (Y).

### **Data analysis technique**

According to Sugiyono, (2017: 147) argues "in quantitative research data analysis is an activity of collecting data from sources obtained". Activities in data analysis are grouping data based on variables and their types, tabulating data based on variables from all respondents, presenting data for each variable studied, performing calculations to answer the problem formulation and performing calculations to test the hypotheses that have been proposed. In this study, the analytical method used is quantitative analysis, whose characteristics can be assessed using numbers, the data analysis method used is as follows:

#### **1. Data Instrument Test**

In a study, data has a very important position. This is because the data is a description of the variables studied and serves as a means of proving the hypothesis. Whether or not the data is valid determines the quality of the data. This depends on the instrument used whether it meets the principles of validity and reliability. As for testing this instrument, 2 (two) tests were used, namely:

##### **a. Validity test**

Validity is indicating the degree of accuracy between the data that actually occurs on the object with data that can be collected by the author. According to Sugiyono, (2017: 267) "validity is the degree of accuracy between the data that occurs on the research object and the data contained reported by researchers". Validity testing is used by using factor analysis which aims to ensure that each question is clarified on the variable that has been carried out.

##### **b. Reliability Test**

Reliability test is a series of measurements or a series of measuring instruments that have consistency when the measurements are made with the measuring instrument is done repeatedly. A good instrument will not be tendentious in directing respondents to choose certain answers. According to Sugiyono, (2017: 168) argues "a reliable instrument if used several times to measure the same object, will produce the same data". Meanwhile, according to Ghazali, (2016: 78) "states that reliability is a tool for measuring a questionnaire which is an indicator of a variable or construct". A questionnaire is said to be reliable or reliable if one's answers to the questions are consistent or stable from time to time.

#### **2. Assumption Test Classic**

The classical assumption test is used to determine the accuracy of a data. According to Santoso, (2015: 342) argues "a regression model will be used to forecast a good model is a model with minimal forecasting errors. Therefore, a model before it is used must meet several assumptions, which are commonly called classical assumptions. In this study the classical assumption tests used included: Normality Test, Multicollinearity Test, and Heteroscedasticity Test.

##### **a. Test Normality**

The normality test is used to test whether in a regression model, the dependent variable, independent variable, or both have a normal distribution or not. According to Ghazali, (2017: 160) argues "a good regression model is normally distributed or close to normal". So the normality test is not carried out on each variable but on the residual value. Thus this test is to

check whether the data from the population is normally distributed or not. The data that is good and feasible to prove the research models are normally distributed data. The Normality Test used includes:

1) Kolmogorov Smirnov One Sample Test Method

According to Sugiyono, (2017: 257) explains that the normality test can be tested with the Kolmogorov Smirnov with the formula:

$$kd = 1,36 \frac{\sqrt{n1+n2}}{n1.n2}$$

Information:

kd : Number of Kolmogorov-Smirnov wanted

n1 : Number of Samples obtained

n2 : The expected number of samples

**b. Test Multicollinearity**

This multicollinearity test aims to test whether the regression model found a correlation between the independent variables. According to Ghazali, (2017: 105) argues that "the multicollinearity test aims to test whether the regression model finds a correlation between independent (independent) variables". A good regression model should not have a correlation between the independent variables. If the independent variables are correlated, then these variables are not orthogonal. Orthogonal variables are independent variables whose correlation values among independent variables are equal to zero.

According to Santoso, (2015: 234) argues "if it is proven that there is multicollinearity, one of the independent variables should be removed from the model, then building the regression model is repeated again. As for detecting the presence or absence of multicollinearity in the regression model, it can be seen from the tolerance value or Variance Inflation Factor (VIF) with the following formula.

$$VIF = \frac{1}{1 - R_1^2}$$

Source: Santoso, (2015:234)

**c. Heteroscedasticity Test**

According to Ghazali, (2017: 139) "the heteroscedasticity test aims to find out whether in the regression model there is an inequality of variance or residual from one observation to another observation." There are several ways to predict the presence or absence of heteroscedasticity, namely:

1) Glejser test

To find out whether there is heteroscedasticity is to use the Glejser test. The formula used is as follows:

$$\ln = (\varepsilon^2) = \beta_0 + \ln X_i + \mu_i$$

Source: Ghazali, (2017:125 – 126)

Information:

Ln = Regression

$\epsilon_i^2$  = The square of the unstandardized residual value from the regression test  
 $\beta_0$  = Regression constant  
 $\beta_{ln}(X_1)$  = independent variable regression constant  
 $\mu_i$  = Residual test

### 3. Quantitative Analysis

Quantitative analysis is an assessment to assess the condition of the influence value, and the significance of the influence. According to Sugiyono, (2017: 55) argues "the verification method is research that aims to determine the relationship between 2 (two) variables or more. Thus the results of this analysis will provide an initial answer to the problem formulation regarding the effect of the independent variables on the dependent variable. The stages of analysis carried out are:

#### a. Multiple Linear Regression Analysis

Multiple linear regression analysis is a statistical technique used to find regression equations that are useful for predicting the value of the dependent variable based on the values of the independent variables and looking for possible errors and analyzing the relationship between the dependent variable and the independent variables together. According to Sugiyono, (2017: 277) argues "regression analysis is used to predict how the value of the dependent variable changes if the value of the independent variable is increased/decreased." This relationship model is arranged in a function or multiple regression equation as follows:

$$Y = a + b_1X_1 + b_2X_2 + \epsilon$$

Source: Sugiyono, (2017:277)

Information:

Y = dependent variable (in this study, namely employee performance)

$X_1$  = Independent Variable ( $X_1$ ) in this study is Work Discipline.

$X_2$  = Independent Variable ( $X_2$ ) in this study is the Work Environment.

$b_1$  =  $X_1$ 's multiple regression coefficient on the dependent variable Y, if the independent variable  $X_2$  is considered constant

$b_2$  = The coefficient of multiple regression  $X_2$  on the dependent variable Y, if the independent variable  $X_1$  is considered constant

a = constant number, is the bound value which in this case is Y when the independent variable is constant or 0 ( $X_1, X_2, = 0$ )

$\epsilon$  = Disturbance's error / disturbing variable

#### b. Multiple correlation coefficient analysis

Analysis of the correlation coefficient is intended to determine the level of relationship between the independent variables and the dependent variable either partially or simultaneously. According to Sugiyono, (2017: 274) the Pearson correlation equation is expressed in the following formula:

$$r = \frac{n \sum XY - \sum X \sum Y}{\sqrt{(n \sum X^2 - (\sum X)^2) \cdot (n \sum Y^2 - (\sum Y)^2)}}$$

Source: Sugiyono, (2017:183)

Information:

- r = Correlation between variables *independent* and the dependent variable  
 n = Number of samples  
 X = Variable value *independent* (free)  
 Y = Variable value *dependent* (bound)

### 3. Results and Discussion

#### Descriptive Analysis

##### 1. Characteristics of Respondents

The characteristics of the respondents in this research data consisted of the age of the respondents, the sex of the respondents, the last education, and the length of time the respondents worked. The number of samples or respondents in this study were 50 employees who participated in filling out the questionnaire instrument.

Following are the results of the frequency of the respondent's description as below:

##### a. Respondent Gender Frequency

*output* Respondent's gender is as follows:

**Table 1. Characteristics of Respondents Based on Gender**

Gender	Amount	Percentage
Man	35	70%
Woman	15	30%
Amount	50	100%

Source: Processed data, 2022.

From the research data of respondents based on age contained in the table above, it can be seen that the most respondents were men, namely 35 people or 70%, while the least were women, namely 15 people or 30%.

##### b. Respondent Age Frequency

*output* the ages of the respondents are as follows:

**Table 2. Characteristics of Respondents by Age**

Age	Amount	Percentage
17-25 years	33	66%
26-31 years	14	28%
>31 years	3	6%
Amount	50	100%

Source: Processed data, 2022.

Based on table 4.2 it can be seen that the respondents aged 17-25 years were 33 people or 66%, while the ages 26-31 were 14 or 28%, for ages > 31 years were 3 people or 6%, of the total sample as many as 50 people.

##### c. Frequency of Respondent's Last Education

*output* respondent's last education as follows:



**Table 3. Characteristics of Respondents Based on Final Education**

Education	Amount	Percentage
SLTA / SMA	24	48%
Diploma (D3)	1	2%
Bachelor degree)	23	46%
Masters (S2)	2	4%
Amount	50	100%

Source: Processed data, 2022.

Based on 4.3, it can be seen that there are 24 employees with high school/high school education, namely 24 people or 48%, employees with a Diploma (D3) education, namely 1 person or 2%, employees with a Bachelor degree (S1) education, namely 23 people or 46% and employees with a master's degree (S2) are as many as 2 people or 4%.

#### d. Frequency of Respondent's Working Period

outputThe working period of the respondent is as follows:

**Table 4. Characteristics of Respondents Based on Working Period**

Length of work	Amount	Percentage
<1 year	15	30%
1-5 years	27	54%
6-10 years	5	10%
>10 years	3	6%
Amount	50	100%

Source: Processed data, 2022.

Based on table 4.4, it can be seen that the respondents worked for <1 year, namely 15 people or 30%, while the length of work 1-5 years was 27 people or 55%, for the length of work 6-10 years there were 5 people or 10% and for length of work > 10 years as many as 3 people or 6%.

#### 1.2.1 Research Data Instrument Tester

Testing the data instrument is needed to find out that the variable being examined has a function as a means of proof including validity and reliability tests.

##### 1. Instrument Validity Test

The validity test is intended to test whether each statement item on the questionnaire is valid or not. To process the validity test, researchers used SPSS Version 25 software with the following criteria:

- If the value of  $r_{\text{count}} > r_{\text{table}}$ , then the instrument is declared valid.
- If the value of  $r_{\text{count}} < r_{\text{table}}$ , then the instrument is declared invalid.

##### 2. Instrument Reliability Test

Reliability testing is intended to test whether a questionnaire is reliable or reliable or not. According to Ghozali (2017: 47) "Reliability test is a tool for measuring a questionnaire which is an indicator of a variable or construct. A questionnaire is said to be reliable or reliable if one's answers to statements are consistent or stable from time to time. As for the criteria or conditions in deciding whether the statement is reliable or not, the following are the provisions:

- If the Cronbach's Alpha value is  $> 0.60$ , then the instrument is reliable.
- If the value of Cronbach's Alpha  $< 0.60$ , then the instrument is not reliable.

The classic assumption test is used to determine the accuracy of the data, or the significance of the relationship between the independent variable and the dependent variable so that the results of the analysis can be interpreted more accurately, efficiently, and avoid weaknesses that occur because there are still symptoms of classic assumptions or whether or not the data is feasible. which is used is continued as research data. Tests were carried out using the SPSS Version 25 program. In this study the classical assumption tests carried out consisted of normality tests, multicollinearity tests and heteroscedasticity tests.

### 1. Normality test

The normality test aims to test whether in the regression model, the dependent variable and independent variable both have a normal distribution or not. A good regression model is the distribution of data that is normal or close to normal. To ensure that the assumption that the equation is normally distributed is carried out through a measuring tool approach to calculating the residual dependent variable.

The data normality test in this study used the Kolmogorov-Smirnov test by comparing the significance value to 0.050 with the following conditions:

- a. If significance > 0.050, then the data is declared normal.
- b. If significance < 0.050, then the data is declared abnormal.

The results of the normality test with Kolmogorov-Smirnov are as follows:

**Table 5. Normality Test Results with the Kolmogorov-Smirnov Test**  
**One-Sample Kolmogorov-Smirnov Test**

		Unstandardized Residuals
N		50
Normal Parameters, b	Means	.0000000
	std.	4.00107946
	Deviation	
Most Extreme Differences	absolute	.120
	Positive	.091
	Negative	-.120
Test Statistics		.120
asymp. Sig. (2-tailed)		.067 <sup>c</sup>

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

*Source: SPSS 25 output results (2022)*

### 2. Multicollinearity Test

The multicollinearity test is carried out to ensure that the independent variables do not have multicollinearity or do not have a correlation relationship between the independent variables. A good regression model should not have a correlation between the independent variables. This test can be done by looking at the Tolerance Value and Variance Inflation Factor (VIF) values. As for the prerequisites are as follows.

- a. If the VIF value is > 10 and the tolerance value is > 1, then there is a symptom of multicollinearity.



b. If the VIF value  $< 10$  and the tolerance value  $< 1$  then there are no symptoms of multicollinearity.

The results of the multicollinearity test using SPSS Version 25 are as follows:

**Table 6. Multicollinearity Test Results with Collinearity Statistics**

Model	Unstandardized Coefficients		Standardized Coefficients		t	Sig.	Collinearity Statistics	
	B	std. Error	Betas				tolerance	VIF
1 (Constant)	10,424	3,709			2,811	.007		
Work Discipline (X1)	.075	.089	.098	.844	.403		.645	1,549
Work Environment (X2)	.683	.113	.705	6,049	.000		.645	1,549

a. Dependent Variable: Employee Performance (Y)

Source: SPSS 25 output results (2022)

### 3. Heteroscedasticity Test

Heteroscedasticity testing is intended to test whether in a regression model there is an inequality of residual variance. One way to detect whether there is heteroscedasticity is with the Glejser test where the results of this test can be seen whether in the regression model there is an inequality of variance from one residual observation to another. The conditions for occurrence and absence of heteroscedasticity disorders are as follows:

1. If the independent variable (X) has a significance value (Sig.)  $< 0.05$ , there is a heteroscedasticity disorder.
2. If the independent variable (X) has a significance value (Sig.)  $> 0.05$ , then there is no heteroscedasticity disorder.

The results of the heteroscedasticity test are as follows:

**Table 7. Heteroscedasticity Test Results with the Glejser Rank Test**

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	std. Error			
1 (Constant)	8064	2,440		3.305	.002
Work Discipline (X1)	-.043	.059	-.125	-.724	.472
Work Environment (X2)	-.090	.074	-.209	-1,208	.233

a. Dependent Variable: Abs\_Res

Source: SPSS 25 output results (2022)

### 1.2.2 Quantitative Analysis

Quantitative data analysis techniques focus more on testing a theory, measurements and hypotheses through mathematics and statistical analysis. Quantitative data collection methods are usually carried out by surveys, experiments and observations and so on. Quantitative analysis is intended to determine the magnitude of the influence and analyze the significance of the influence. In this analysis, the influence of the 2 independent variables on the dependent variable was carried out.

#### 1. Multiple Linear Regression Analysis

**Table 8. Results of Multiple Regression Testing Work Discipline Variables (X1) and Work Environment (X2) on Employee Performance (Y)**

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	std. Error	Betas		
1 (Constant)	10,424	3,709		2,811	.007
Work Discipline (X1)	.075	.089	.098	.844	.403
Work Environment (X2)	.683	.113	.705	6,049	.000

a. Dependent Variable: Employee Performance (Y)

Source: SPSS 25 output results (2022)

#### 2. Multiple Correlation Coefficient Analysis (r)

Analysis of multiple correlation coefficients is intended to determine the level of strength of the relationship between the independent variable and the dependent variable. The guiding criteria for providing an interpretation which is the reference can be seen in table 4.17

The results of data processing as follows:

**Table 9. Correlation Coefficient Test Results Simultaneously Work Discipline (X1) and Work Environment (X2) on Employee Performance (Y)**

Summary model b				
Model	R	R Square	Adjusted R Square	std. Error of the Estimate
1	.767a	.588	.571	4.08532

a. Predictors: (Constant), Work Environment (X2), Work Discipline (X1)

b. Dependent Variable: Employee Performance (Y)

Source: SPSS 25 output results (2022)

Based on the test results in the table above, a correlation coefficient value of 0.767 is obtained where the value is in the interval 0.60-0.799 meaning that the work discipline and work environment variables have a strong degree of relationship to employee performance.

### 3. Analysis of the Coefficient of Determination

Analysis of the coefficient of determination is intended to determine the percentage of the power of influence between the independent variables on the dependent variable both partially and simultaneously, in this study the variables of work discipline (X1) and work environment (X2) on employee performance (Y). The following is the result of calculating the coefficient of determination processed with the SPSS Version 25 program, as follows:

**Table 10. Results of Testing the Coefficient of Determination Simultaneously Work Discipline (X1) and Work Environment (X2) on Employee Performance (Y)**

Summary model b				
Model	R	R Square	Adjusted R Square	std. Error of the Estimate
1	.767a	.588	.571	4.08532

a. Predictors: (Constant), Work Environment (X2), Work Discipline (X1)

b. Dependent Variable: Employee Performance (Y)

Source: SPSS 25 output results (2022)

Based on the test results in the table above, a determination coefficient value of 0.588 is obtained. It can be concluded that work discipline and work environment variables affect employee performance by 58.8% while the remaining  $(100-58.8\%) = 41.2\%$  are influenced other factors that are not researched.

### 1.2.3 Hypothesis test

#### 1. Partial Hypothesis Testing (t test)

Testing the hypothesis of work discipline variables (X1) and work environment (X2) on employee performance (Y) is carried out by the t test (partial test). In this study used a significance criterion of 5% (0.05) by comparing the value of tcount with ttable as follows.

- 1) If  $t_{count} < t_{table}$ : means that  $H_0$  is accepted and  $H_a$  is rejected.
- 2) If  $t_{count} > t_{table}$ : it means that  $H_0$  is rejected and  $H_a$  is accepted.

**Table 11. Hypothesis Test Results (t test) Work Discipline Variables (X1) Against Employee Performance (Y)**

Coefficientsa					
Model	Unstandardized Coefficients B	std. Error	Standardized Coefficients Betas	t	Sig.
1(Constant)	24,442	3,821		6,397	.000
Work Discipline (X1)	.397	.095	.518	4,193	.000

a. Dependent Variable: Employee Performance (Y)

Source: SPSS 25 output results (2022)

## 2. Simultaneous Hypothesis Testing (Test F)

To test the influence of work discipline and work environment variables simultaneously on employee performance, F statistical tests (simultaneous tests) are carried out with a significance of 5%. In this study, a significance criterion of 5% (0.05) was used, namely comparing the value of Fcount with Ftable with the following provisions.

- If the value of Fcount < Ftable: means that Ho is accepted and Ha is rejected.
- If the value of Fcount > Ftable: means that Ho is rejected and Ha is accepted.

**Table 12. Hypothesis Results (Test F) Work Discipline (X1) and Work Environment (X2) Variables on Employee Performance (Y) Simultaneously**

ANOVA					
Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	1121597	2	560,798	33,601	.000b
Residual	784,423	47	16,690		
Total	1906020	49			

a. Dependent Variable: Employee Performance (Y)

b. Predictors: (Constant), Work Environment (X2), Work Discipline (X1)

Source: SPSS 25 output results (2022)

## 4. Conclusion

The hypothesis test, the value of t count > t table or (4.193 > 1.677) is obtained. Thus, Ho1 is rejected and Ha1 is accepted, meaning that there is a significant influence between work discipline on employee performance at PT. Axia Multi Sarana, City of South Jakarta. The hypothesis test, the value of t count > t table or (8.179 > 1.677) is obtained. Thus Ho2 is rejected and Ha2 is accepted, meaning that there is a significant influence between the work environment on the performance of employees at PT. Axia Multi Sarana, City of South Jakarta.

The calculation results, the regression equation  $Y = 10.424 + 0.075X_1 + 0.683 X_2$  is obtained. The value of the multiple correlation coefficient or the level of relationship between the independent variable and the dependent variable is 0.767 where the value is in the interval  $0.767 > 0.60-0.799$  meaning that the variables of Work Discipline and Work Environment have a strong level of relationship. The value of the coefficient of determination is 0.588 or 58.8%, while the remaining 41.2% is influenced by other factors that were not researched. Hypothesis testing obtained F count > F table or (33.601 > 3.195). Thus Ho3 is rejected and Ha3 is accepted. This means that there is a significant influence between work discipline and work environment variables on employee performance simultaneously at PT. Axia Multi Sarana, City of South Jakarta.

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