

THE INFLUENCE OF MOTIVATION, WORK DISCIPLINE AND WORK ENVIRONMENT ON THE WORK PRODUCTIVITY OF PT PERKEBUNAN MINANGA OGAN EMPLOYEES IN THE REGIONAL OFFICE SECTION

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Abstract: *Employee misconduct at PT Minanga Ogan Plantation is evident in the employees' tardiness and mishandling of break time. Additionally, employees' laziness, boredom, and lack of desire cause delays in their work. Increasing staff productivity requires more focus. This study aims to investigate the effects of work environment, work discipline, and motivation on worker productivity at the regional office of PT Minanga Ogan Plantation. 37 respondents made up the study's population, and questionnaire distribution was the method of data collection. Quantitative research methodologies are employed in this study. Descriptive and verification approaches were employed in data analysis techniques. The analysis in this study shows that, in the PT. Minanga Ogan Plantation Regional Office, work environment (X3) has no effect on productivity, whereas motivation (X1) and discipline (X2) each have an impact. At the PT Minanga Ogan Plantation Regional Office, motivation, work discipline, and work environment all contribute 64.9% to employee productivity, according to the coefficient of determination (R²) of 0.643. There are additional elements like pay, communication, and training that could affect the remaining 35.1%. To increase productivity, a comprehensive strategy that takes into consideration other variables influencing worker performance is required.*

Keywords: *MOTIVATION, WORK DISCIPLINE, WORK EMPLOYEE*

INTRODUCTION

Resources are a company's most unique, most vulnerable, purest and most unpredictable asset. Each employee has a different set of backgrounds, which will affect their individual expectations and in turn will affect the dynamics of the relationship between people and the company's organization. The expectations of individuals or groups of employees may be the same, not the same or completely contrary to the expectations of the company. The interaction of these two expectations and goals and their negotiation affects the psychological contract in organizational culture, (Rahmavati 2013) The company is an organization that has a purpose. One of those goals is profit-seeking. These benefits can be achieved if the company's performance is efficient and effective. It can be illustrated by increased productivity (Since 2022).

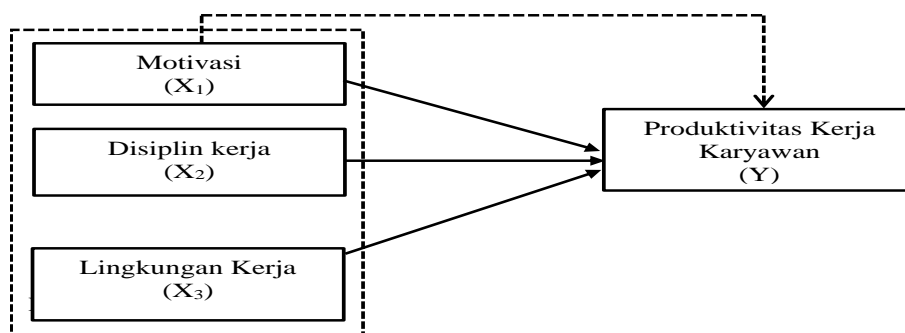
Employee work productivity for a company is very important as a measure of success in running a business. Because the higher the work productivity of employees in a company, it means that the company's profits will increase. Efforts to increase employee work productivity can be done by providing motivation, compensation, training and facilities that can be used by employees while working (Lestari 2019). Employee work productivity is a very important factor in supporting business success. High productivity will be very beneficial both for the entrepreneur and for his employees, especially for his welfare. Productivity also reflects the work ethic of employees which is also reflected in a good mental attitude. Employers and employees involved in a company must strive to increase their productivity, (Wahyuningsih 2019).

According to (Pandji Anoraga and Janti Soegiastuti. 2000:192-194) Employee Work Productivity factors are Motivation, Education, Work Discipline, Work Ethic Attitude, Skills, Nutrition and Health, Income Level, Work Environment and Work Climate, Technology,

Production Facilities, Social Security, Management, Achievement Opportunities. In this study, researchers used motivation, work discipline and work environment as independent variables (X) that affect employee work productivity as dependent variables (Y). these factors are related to phenomena and more specifically with objects in PT. Minanga Ogan Plantation Office Section *Regional Office*. Work motivation is something that makes the motivation for someone to work (Cahyani, Faitullah, and Hendrayani 2023). According to (Sutrisno 2016), describes discipline as a force that develops in the body of employees and causes employees to conform to the difficulty of decisions, regulations, and high values of work and behavior.

According to (Asmaya 2017) "The condition of the work environment is the environment in which the employee works. The formation of work ethic, one of which is determined by the conditions of a supportive work environment, will make employees or employees feel comfortable and enthusiastic in carrying out their obligations, while unsupportive work environment conditions will make employees not excited and feel uncomfortable, if so it will directly affect the work ethic of employees". It can be concluded that good working environment conditions will affect the passion and morale of employees while working (Ramadan, Utari, and Jannah 2023). Minanga Group started operations with the establishment of PT Perkebunan Minanga Ogan in 1981 in Baturaja, South Sumatra, and the company's first factory was built in 1987 located in Lubuk Batang Village, Lubuk Batang District, Ogan Komering Ulu Regency. Based on interviews from PT. Minanga ogan plantation, one of the problems faced is that some employees lack work discipline, this is characterized by the frequent employees who arrive late and there are still employees who make mistakes in taking advantage of lunch break time and cause delays in coming back to start work activities such as arriving not on time.

The phenomenon that occurs is less employee motivation, employees are sometimes bored and lazy about their work resulting in the work they do delayed and late, this can be paid more attention to in order to maximize employee performance so that work productivity increases. And as for the close work environment, the distance between the factory and the office that makes noise becomes noisy, and the smell of waste that stings the nose makes the working atmosphere uncomfortable. Previous similar research has been researched by (Assagaf and Dotulong 2015) entitled " *The influence of discipline, motivation and morale on the work productivity of Manado City Regional Revenue Office employees*" This study shows that discipline does not have a significant effect on work productivity, motivation and morale have a significant effect on work productivity. Previous similar studies have been researched by (Taptanzani and Siregar 2022) "*The Effect of Work Environment and Job Satisfaction on Employee Work Productivity at PT. Gold Coin Indonesia Kim II Mabar*"In conclusion, the work environment has no effect and is not significant on employee work productivity, while job satisfaction has a positive and significant effect on employee work productivity, and simultaneously the work environment and job satisfaction have a positive and significant effect on employee work productivity. Based on the background above, Researchers are interested in conducting research with the title "The Effect Of Motivation, Work Discipline and Work Environment on The Work Productivity of Employees of PT Perkebunan Minanga Ogan in The Regional Office Section"



Research conducted by (OH and Novita 2019) and (Leihitu and Kalangi 2022) The results of motivation research did not have a significant effect on employee productivity. While in research (Purnami and Utama 2019) The results of work motivation research affect employee work productivity.

Research conducted by (Wirayani, Suprihartini, and Kurniawan 2021) shows the results that discipline does not have a significant effect on employee work productivity. While the results of research from (Kustini and Sari 2020) states that work discipline has a positive effect on employee work productivity.

Research conducted by (Taptanzani and Siregar 2022) states that the work environment has no effect on employee work productivity. While in research conducted by (Purnami and Utama 2019) shows that the work environment has a positive and very strong effect on employee work productivity.

To answer the formulation of the first problem, the hypothesis will be formulated as follows:
H1 : It is suspected that there is a partial influence of motivation, work discipline and work environment on employee work productivity at PT. Minanga Ogan Plantation.

H2: It is suspected that there is at least one influence of motivation, work discipline and work environment simultaneously on employee work productivity at PT. Minanga Ogan Plantation.

METHOD

Work Motivation (X1)

According to (Sunyoto Danang. 2012:11), Motivation is a drive that grows in a person. Both those who come from within and from outside themselves to do a job with high enthusiasm use all the abilities and skills they have to achieve organizational goals.

According to (Wibowo 2011:162), Motivation dimensions and indicators are as follows:

1. Dimensions of the need for achievement, indicators:
 - a. Work targets
 - b. Quality of work
 - c. Responsibility
 - d. Risk
2. The dimensions of needs expand associations, indicators:
 - a. Communication
 - b. Friendship
3. The dimensions of the need to master something work, indicators:
 - a. Leader
 - b. Company ambassadors
 - c. Exemplary

Work Discipline (X2)

Work discipline is a person's awareness and willingness to obey all company regulations and applicable social norms (Otarine, Warni, and P. 2023). Discipline as an attitude, behavior and actions that are in accordance with the regulations of the company, both written and unwritten. Discipline is an attitude of respect for the rules and regulations of the company, which exists in the employee, which causes him to be able to conform voluntarily to the rules and regulations of the company (Agusria, Nasution, and Puspita 2020)

According to (Sefriady and Iskandar 2018) Dimensions and indicators of labor discipline variables as follows:

1. Dimensions of attendance with indicators: on time, percentage of attendance, provision of working hours.
2. The dimension of creativity with indicators: skillful, innovative.
3. Loyalty dimension with indicators: morale, good attitude

Work Environment (X3)

According to (Wursanto 2009), defining the work environment is everything that concerns the physical and psychological aspects that will directly or indirectly affect employees. According to (Sedarmayanti. 2009:21) The work environment is the entire tool and material faced, the surrounding environment in which a person works, his work methods, and his work arrangements both as individuals and as a group.

According to (Ronald and Hotlin 2019), The work environment in the company is divided into two dimensions, namely:

1. Physical Work Environment Physical work environments are all physical conditions that exist around the workplace and can affect employees. The physical work environment consists of several indicators, namely:
 - a. Workplace building
 - b. Adequate work equipment
 - c. Facilities
 - d. Availability of transportation facilities
2. Non-Physical Work Environment Non-physical work environment is the creation of a harmonious working relationship between employees and superiors. The non-physical work environment consists of several indicators, namely:
 - a. Co-worker relationships at the same level
 - b. Relationship between superiors and employees
 - c. Cooperation between employees

Employee Work Productivity

According to (Sweden 2014:12), Productivity is a measure of the quality and quantity of work done, taking into account the cost of resources used to do the work. Productivity is defined as the level of efficiency in producing goods or services: "Productivity expresses how to make good use of resources in producing goods" according to (Sedarmayanti. 2009), to measure work productivity, a dimension and indicator are needed, namely: Efficiency, Effectiveness, Quality. The indicators used in supporting these dimensions are:

1. Efficiency Dimension which consists of four indicators, namely;
 - a. Working relationship among subordinates
 - b. Working relationship with superiors
 - c. Health maintenance coverage
 - d. Social security employment
2. Effectiveness Dimension which consists of two indicators, namely;
 - a. Work ethic
 - b. Work discipline
3. Quality Dimension which consists of two indicators, namely;
 - a. Skills
 - b. Work experience

Locus Research

The locus in this study is PT. Minanga Ogan Plantation Located in Village, JL. Raya Prabumulih-Baturaja, Tanjung Dalam, Lubuk Batang, Ogan Komering Ulu Regency, South Sumatra 32121

Object of Research

The object of this study is employees of PT. Minanga Ogan Plantation in Regional Office

Research Population

In this study, the population is employees of PT. Minanga Ogan plantation in the Regional

Office.

Research Sample

The samples taken in this study were employees of PT. Minanga Ogan Plantation in the *Regional Office* located in the Village, JL. Raya Prabumulih-Baturaja, Tanjong Dalam, Lubuk Batang, Ogan Komering Ulu Regency, South Sumatra 32121 with 37 employees. The reason for using saturated samples is because it only uses a portion of the permanent employee population in *regional offices*

Research Methods

The method used in this study is a quantitative method, which is a method that starts with collecting data, recording data, clarifying data and analyzing based on problems that have been formulated and then drawing conclusions.

Data Analysis Methods

The data analysis methods used in this study are descriptive and verifiative methods. The researcher will describe the condition of the respondent and the frequency of respondents' answers. The collected data is then carried out validity tests, reliability tests, normality tests, multiple linear regression analysis, t tests (partial tests), F tests (simultaneous tests) and coefficient determination (R2).

RESULTS AND DISCUSSION

Validity Test

The validity test is to determine the feasibility of items in a list of statements with variables. This test is carried out to measure the data that has been obtained after the study. Validity relates to the accuracy of measuring instruments doing their job of achieving their goals. The data obtained through the questionnaire can answer the purpose of the study. To obtain directed results with the following criteria: If $r_{calculate} > r_{table}$, then the statement is declared valid, if $r_{calculate} < r_{table}$, then the statement is declared invalid.

Table I
R calculate > r table, Valid

| No | Variable | R calculate | r table | Information |
|----|------------------------------------|-------------|---------|-----------------------|
| 1 | Motivation(X ₁) | | | |
| | Statement 1 | 0,578 | 0,3160 | rcount > rtable Valid |
| | Statement 2 | 0,523 | 0,3160 | rcount > rtable Valid |
| | Statement 3 | 0,633 | 0,3160 | rcount > rtable Valid |
| | Statement 4 | 0,703 | 0,3160 | rcount > rtable Valid |
| 2 | Statement 5 | 0,634 | 0,3160 | rcount > rtable Valid |
| | Work Discipline (X ₂) | | | |
| | Statement 1 | 0,759 | 0,3160 | rcount > rtable Valid |
| | Statement 2 | 0,761 | 0,3160 | rcount > rtable Valid |
| | Statement 3 | 0,758 | 0,3160 | rcount > rtable Valid |
| 3 | Statement 4 | 0,841 | 0,3160 | rcount > rtable Valid |
| | Statement 5 | 0,660 | 0,3160 | rcount > rtable Valid |
| | Work Environment (X ₃) | | | |
| | Statement 1 | 0,474 | 0,3160 | rcount > rtable Valid |
| | Statement 2 | 0,790 | 0,3160 | rcount > rtable Valid |
| | Statement 3 | 0,618 | 0,3160 | rcount > rtable Valid |
| | Statement 4 | 0,813 | 0,3160 | rcount > rtable Valid |

| No | Variable | R calculate | r table | Information |
|----|---------------------------------|-------------|---------|-----------------------|
| | Statement 5 | 0,731 | 0,3160 | rcount > rtable Valid |
| 4 | Employees Work Productivity (Y) | 0,790 | 0,3160 | rcount > rtable Valid |
| | Statement 1 | 0,485 | 0,3160 | rcount > rtable Valid |
| | Statement 2 | 0,720 | 0,3160 | rcount > rtable Valid |
| | Statement 3 | 0,763 | 0,3160 | rcount > rtable Valid |
| | Statement 4 | 0,624 | 0,3160 | rcount > rtable Valid |
| | Statement 5 | | | |

Source: Processing data using SPSS 22

Based on the table above, it can be known the comparison between the calculated and rtable values of each statement statement. The value of rtable is found at a significance of 0.05 with a 2-sided test and the amount of data (N) = 37, then the rtable is 0.3160 (see appendix to table r). Because all statement statements on each variable have a calculated value greater than rtable, which is 0.3160, so it can be said that all instrument statements are valid.

Reliability Test

Reliability tests are used to show the consistency of respondents' answers to statements contained in questionnaires where validity has been tested. An instrument used in a variable is reliable if it has a *Cronbach's Alpha coefficient* of more than 0.60.

Table 2
Reliable

| No. | Variabel | Cronbach Alpha | Information |
|-----|------------------------------------|----------------|-------------|
| 1. | Motivation(X ₁) | 0,591 | Reliable |
| 2. | Work Discipline (X ₂) | 0,809 | Reliable |
| 3. | Work Environment (X ₃) | 0,727 | Reliable |
| 4. | Employee's Work Productivity (Y) | 0,708 | Reliable |

Source: Processing data using SPSS 22

Based on the table above, the reliability test results can be seen that the variables Motivation (X₁), Work Discipline (X₂), Work Environment (X₃), and Employee Work Productivity (Y) have a value greater than 0.60. The variables of Work Discipline, Work Environment and Work Productivity of the employee are said to be reliable to be used as a measuring instrument, because the *Cronbach Alpha value* is greater than 0.60. While the Motivation variable is not reliable because the *Cronbach Alpha value* is smaller than 0.60.

Normality Test

c. Lilliefors Significance Correction.

One-Sample Kolmogorov-Smirnov Test

| | | Unstandardized Residual |
|----------------------------------|----------------|-------------------------|
| N | | 37 |
| Normal Parameters ^{a,b} | Mean | .0000000 |
| | Std. Deviation | .90271834 |
| Most Extreme Differences | Absolute | .129 |
| | Positive | .113 |
| | Negative | -.129 |
| Test Statistic | | .129 |

| | |
|------------------------|-------------------|
| Asymp. Sig. (2-tailed) | .121 ^c |
|------------------------|-------------------|

- a. Test distribution is Normal.
 - b. Calculated from data.
 - c. Lilliefors Significance Correction.
- Source: Processing data using SPSS 22

Based on the table above, it is known that the significance value of *Asiymp.Sig (2-tailed)* of 0.121 is greater than 0.05. Then according to the basis of decision-making in the Kolmogrov-Smirnov normality test above, it can be concluded that the data are normally distributed.

Multiple Linear Regression Analysis

After testing the data collection tool, then testing using multiple linear regression is carried out to explain how the relationship of the independent variable to the dependent variable. The results of data processing can be seen in the following table.

Table 4
a. Dependent Variable: work productivity
Coefficients^a

| Model | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
|------------------|-----------------------------|------------|---------------------------|-------|------|
| | B | Std. Error | Beta | | |
| 1 (Constant) | 5.423 | 2.668 | | 2.033 | .050 |
| motivation | .405 | .139 | .416 | 2.917 | .006 |
| Work discipline | .352 | .106 | .450 | 3.310 | .002 |
| Work environment | .032 | .103 | .037 | .314 | .755 |

a. Dependent Variable: work productivity
Source: Processing data using SPSS 22

From the results of the table above in the form of *unstandardized coefficients* beta, the regression equation is obtained as follows:

$$Y = a + b_1X_1 + b_2X_2 + b_3X_3 + e$$

$$Y = 5.423 + 0,405X_1 + 0,352X_2 + 0,032X_3 + e$$

Where:

- And : Employee Work Productivity
- a : Constant
- B1,B2,B3 : Regression Coefficient
- X1 : Motivation
- X2 : Work Discipline
- X3 : Work Environment
- e : error

The multiple linear regression equation above can be explained as follows:

1. A constant of; 5,423 meaning if Motivation(X1), Work Discipline (X2), and Work Environment (X3) the value is 0, then Employee Work Productivity (Y) its value 5,423.

2. Variable regression coefficient Motivation (X1) with value 0,405 That is, if Motivation Increased by one unit, then Employee Work Productivity (Y) will see an increase of 0.405 assuming the other independent variable (X) the value is fixed. Value coefficient Positive Means relationship occurs Positive between Employee Work Productivity with Motivation.
3. The regression coefficient of the Work Discipline variable (X2) with a value of 0.352 means if Work Discipline experienced an increase of one unit, then Employee Work Productivity (Y) will experience increase by 0,352 assuming the other independent variable (X) the value is fixed. Coefficient Positive value occurs Positive relationship between Work Discipline with Employee Work Productivity.
4. Variable regression coefficient Work Environment (X3) with value; 0,032 That is, if Work Environment experienced an increase of one unit, then Work Productivity of Karja Employees (Y) will increased by 0.032 assuming the other independent variable (X) value remain. Negative coefficient means that there is a negative relationship between Work Environment with Employee Work Productivity.

Partial Testing (Test t)

a. Dependent Variable: work productivity (X2), and Work Environment (X3) partially have a significant influence on the variables tied to Employee Work Productivity (Y) at PT. Minanga Plantation tcalculate $(-2.034 \leq 0.314 < 2.034)$ and a significant value of $0.755 > 0.05$, then the alternative hypothesis is rejected and the null hypothesis is accepted which means stating that the Work Environment (X₃) has no effect on Employee Work Productivity (Y).

**TABLE 5
PARTIAL TEST RESULT (T TEST)
COEFFICIENTS^A**

| VARIABLE | CALCULATED VALUE | | RTABLE VALUE | INFORMAT ION | 1 |
|---------------------|----------------------------------|--------|------------------------------|--------------------------------------|--------------------|
| | 0.578 | 0.3160 | RCALCULATE > RTABEL,VALID | | |
| 0.759 0.3160 | RCALCULATE > RTABEL,VALID | 3 | 0.474 | 0.3160 | |
| 4 | EMPLOYEE PRODUCTIVIT Y (Y) | 0.790 | 0.3160 | RCALCUL ATE > RTABEL,V ALID | .006 |
| WORK DISCIPLINE | .352 | .106 | .450 | 3.310 | .002 |
| WORK ENVIRONMENT | .032 | .103 | NO. | VARIABLE | CRONBAC H ALPHA |

INFORMATION

Source: Processing data using SPSS 22

Decision making criteria:

Ho is accepted and Ha is rejected if $-ttabel \leq tcalculate \leq ttabel$

Ha is accepted and Ho is rejected if $tcount < -ttabel$ or $tcount \geq ttabel$

1. Motivational Variables

The test results obtained t_{count} of 2.917 with a significant value of 0.006. With an error rate of 0.05 with $(df = n - k)$ or $(37 - 4 = 33)$, we get a table t value of ± 2.034 (see appendix to table t),

so the calculated t value (2.917) > table (2.034) and a significant value of 0.006 < 0.05, then the alternative hypothesis is accepted and the null hypothesis is rejected which means stating that Motivation (X₁) has a positive effect on employee work productivity (Y).

2. Work Discipline Variables

The test results obtained t_{count} of 3.310 with a significant value of 0.002. With an error rate of 0.05 with (df = n – k) or (37 – 4 = 33), a ttable value of ± 2.034 (see appendix to table t), so the calculated value (3.310) > table (2.034) and a significant value of 0.002 < 0.05, then the alternative hypothesis is accepted and the null hypothesis is rejected which means stating that Work Discipline (X₂) has a positive effect on employee work productivity (Y).

3. Work Environment Variables

The test results obtained t count of 0.314 with a significant value of 0.755 With an error rate of 0.05 with (df = n – k) or (37 – 4 = 33), obtained a table t value of ± 2.034 (see appendix to table t), so the value

Simultaneous Testing (Test F)

b. Predictors: (Constant), work environment, work discipline, motivation

Table 6
ANOVA^a

| Model | | Sum of Squares | df | Mean Square | F | Sig. |
|-------|------------|----------------|----|-------------|--------|-------------------|
| 1 | Regression | 52.934 | 3 | 17.645 | 19.848 | .000 ^b |
| | Residual | 29.336 | 33 | .889 | | |
| | Total | 82.270 | 36 | | | |

a. Dependent Variable: work productivity

b. Predictors: (Constant), work environment, work discipline, motivation

Source: Processing data using SPSS 22

Ho is accepted and Ha is rejected if F_{calculate} ≤ F_{table} 2.89

Ha is accepted and Ho is rejected if F_{calculate} > F_{table} 2.89

Based on the results of the F test in the table obtained F_{calculate} of 19.848 with a significant value level of 0.000 with an error rate of 0.05 with df 1 (number of variables 1) or 4 – 1 = 3, and df 2 (n – k -1) or 37 – 3 -1 = 33 (n is the number of cases and k is the number of independent variables), the results obtained for the F_{table} are 2.89. So the conclusion can be F_{calculate} > F_{table} (19.848 > 2.89), sig 0.000 < 0.05 so the null hypothesis is rejected it can be concluded that there is at least one independent variable: Motivation (X₁), Work Discipline (X₂), and Work Environment (X₃) affect the Work Productivity of Employees (Y) PT. Minaanga Plantation Ogan Regional Office Section .

Coefficient of Determination (R²)

This coefficient of determination is used to determine how much influence the independent variables have on the dependent variable. The value of the coefficient of determination for independent variables of more than two is used Adjusted R Square as follows.

Table 7
coefficient of determination
Model Summary^b

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1 | .802 ^a | .643 | .611 | .943 |

a. Predictors: (Constant), work environment, work discipline, motivation

b. Dependent Variable: work productivity

Source: Processing data using SPSS 22

The coefficient of determination value test aims to show the percentage of the correctness of the prediction from the regression tester performed, the greater *the Adjusted R square*, the greater the variation of the variable can be explained by the independent variable. The coefficient of determination of *Adjusted R Square* obtained is 0.611 (61.1%) means that the variables Motivation (X1), Work Discipline (X2), and Employee Work Environment (X3) explain productivity (Y) by 61.1% while the remaining 38.9% (100% – 61.1%) can be explained by other variables that were not studied in this study and can then be further investigated by other researchers.

Discussion of Research Results

1. The Effect of Motivation (X1) on Employee Work Productivity (Y)

The results showed that the test result variable was obtained tcount of 2.917 with a significant value of 0.006. With an error rate of 0.05 with (df = n – k) or (37 – 4 = 33), we get a table t value of 2.028 (see the appendix to the table t), so the calculated t value (2.917) > table (2.034) and a significant value of 0.006 < 0.05, then Ha is accepted and Ho is rejected which means stating that Motivation (X1) has a positive effect on Employee Work Productivity (Y). Motivation can be interpreted as a motivating force that causes people to do something or who are done because of fear of something. To achieve maximum work productivity, organizations must ensure the selection of the right people, with the right work and conditions that allow them to work optimally Motivation can be defined as a mental state that encourages activity and energizes that leads to achieving needs, providing satisfaction or reducing imbalances. It can be concluded that there is no motivation if it is not felt. the existence of needs and satisfaction and imbalances. Stimulation of such things will foster motivation, and motivation that has grown will be the impetus to achieve the goal of meeting needs and achieving balance (Sedarmayanti. 2018:66). Results of research conducted by (Senen 2008) Motivation affects Employee Work Productivity. This is in accordance with research conducted by (Lestari 2019), motivation affects employee work productivity, this is because motivation will provide inspiration, encouragement, morale for employees so that a good cooperative relationship is established between employees and leaders so that company goals can be achieved optimally. This motivation is very important because of the work motivation that is expected by every employee to work hard and enthusiastically to achieve high work productivity.

2. The Effect of Work Discipline (X2) on Employee Work Productivity (Y)

The test results obtained a tcount of 3.445 with a significant value of 0.002. With an error rate of 0.05 with (df = n – k) or (37 – 4 = 33), we get a table t value of 2.034 (see the appendix to the table t), so the calculated value (3.310) > table (2.034) and a significant value of 0.002 < 0.05, then Ha is accepted and Ho is rejected which means stating that Work Discipline (X2) has a positive effect on Employee Work Productivity (Y). With discipline, productivity will increase. Employee discipline plays a dominant, cursive, and critical role in all efforts to increase employee productivity. Work discipline is a driving tool for employees. In order for every job to run smoothly, it must be tried so that there is good discipline (Sutrisno 2019). Results of research conducted by (Santoni and Suana 2018) Work Discipline affects Employee Work Productivity. This

is in accordance with research conducted by (Student in 2017), With discipline, productivity will increase. Employee discipline plays a dominant, crucial, and critical role in the overall effort to increase work productivity in employees. Employee work discipline is very important. Work discipline is something that must be instilled in every employee, because this will involve the moral responsibility of the employee on his duty.

3. The effect of the employee work environment (X3) on employee work productivity (Y)

The test obtained a tcount of 0.314 with a significant value of 0.755 With an error rate of 0.05 with (df = n – k) or (37 – 4 = 33), a table t value of 2.034 (see the appendix to the t table), so the calculated t value ($-2.034 \leq 0.314 < 2.034$) and a significant value of $0.755 > 0.05$, then H_a was rejected and H_o was accepted which means stating that the Employee Work Environment (X3) has no effect on Employee Work Productivity (Y). Revealing one of the factors that affect work productivity is the work environment. A comfortable or conducive work environment such as a clean workspace, good layout and beautiful colors, sufficient air circulation, adequate lighting, away from noise that interferes with work concentration, good security and a sense of togetherness between leaders and employees, and employees with fellow employees or colleagues are highly expected in doing their work so that what is produced is in accordance with what is expected (Sedarmayanti. 2004:12). Research Results (Hartanti, Operations, and Work 2022), Work Environment Does Not Affect Employee Work Productivity. This is in accordance with research conducted by (Kristina 2012), the company needs to foster good cooperation among fellow employees in order to create a good, safe, peaceful and pleasant work environment so that what is the company's goal can be realized in accordance with the plan that has been set. A good working atmosphere will encourage the creation of high work enthusiasm and production can run smoothly so that work productivity can be increased. The influence of motivation (X1), work discipline (X2), and work environment (X3) simultaneously on employee work productivity (Y) at PT. Minanga Ogan Plantation Office Section *Regional Office*.

Based on the results of the F test in the table, $F_{\text{calculate}}$ is 19.848 with a significant value level of 0.000. Therefore the value is significantly smaller than ($0.000 < 0.05$) so the null hypothesis rejected can be concluded that there is at least one independent variable: motivation (X1), work discipline (X2), and employee work environment (X3) affect employee work productivity at PT. Minanga Plantation Ogan Regional Office Section. The results of this study are consistent with a number of previous studies, where the study showed that variables of training knowledge, motivation, and work ethics are known to affect employee work performance. Therefore it can be said that motivation (X1), work discipline (X2) and work environment (X3) simultaneously affect employee work productivity (Y).

CONCLUSION AND ADVICE

Based on research analysis at PT. Minanga Ogan Plantation Regional Office Section, it is concluded that Motivation, Work Discipline, and Work Environment together have a significant effect on Employee Work Productivity. Although all these variables have important contributions, Work Discipline is the most dominant factor in increasing productivity. The coefficient of determination shows that about 64.9% of the variation in work productivity can be explained by these three variables, while the rest is influenced by other factors not examined in the study.

Based on the results of the analysis and discussion described in the previous chapter, this study can provide suggestions so that PT. Minanga Ogan Plantation so that in the future more attention will be paid to employee motivation related to their work to be in accordance with the main duties of each employee, work discipline to always control the work of employees to be more effective at work and the Work Environment To always be maintained, this is expected to be applied to the Regional Office at PT. Minanga Ogan Plantation so that the strength of adaptive attitude, motivation, discipline and environment in employees can be managed correctly so that employee productivity is better.

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