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THE INFLUENCE OF WORK DISCIPLINE AND WORK ENVIRONMENT ON EMPLOYEE WORK PRODUCTIVITY

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Abstract *- The Study This aim For test influence discipline work and work environment to productivity Work employee. Type research used _ is study quantitative . Study This use method census , that is take all population become respondent research . Amount respondent is 30 people. Processing and analysis techniques data, test validity, reliability test, assumption test classic , analysis , analysis multiple linear regression , and analysis of hypothesis testing (t test, f test, and coefficients determination). Research results show that individually and individually together environment work and discipline Work influential to productivity Work CV Mutuara Jaya employees. Environment comfortable and level work discipline high work will increase productivity Work employee.*

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

I. INTRODUCTION

Give attention to source Power man is one of the main factors for company in reach objective company. There are several factors that can increase productivity Work employees, among others discipline work and environment work. Enhancement productivity Work carried out by a dynamic, creative person as well as open, however still critical and responsive to new ideas and changes.

Source Power is an asset most valuable company / organization. If productivity Work employees and skills competitive employee can improved so that can Work provisionally in study and handle existing problems in the field each other's work, because in source Power good human so expected capable answer all The challenges are there, fine in the nor outside company For reach objective company.

In determine success management source Power good human in something company, requires capable employees Work more well and more fast, so needed employees who have productivity high work. Tenyunya Can taken indicator as reject measure is success company in do project appropriate time.

Discipline is something attitude For Act in accordance with provision or prevailing norms environment organization. Even high expertise and technology though No can take advantage of it in a manner regular or not have seriousness discipline high work. loss discipline will influence to efficiency work and effectiveness task job. With enforcement high discipline expected work will done with effective.

Discipline level Work employee, is factor productivity very important and interesting work because something company want qualified and skilled employees For Work in accordance skill it works, as well real discipline For reach results maximum in his work. With thereby clear that discipline Work have role important in company Because will influence level productivity Work employee.

productivity something very dependent job to the abilities of the workers For Work more enterprising. order workers more enterprising do job, then need given motivation with various way. By and large Act in demand man done in a manner conscious, meaning always driven by desire For reach objective certain. .

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Although opportunity given company wide For develop ability and will it works To use reach productivity maximum work, no always used by employees with the best Because every employee have discipline For carry out task the. If every task run optimally believed that productivity Work employee can showed for interest place they work. From explanation on can concluded that there is influence significant between discipline work and productivity Work employee in something company.

Besides factor discipline work and the environment place Work neither do employees lost importance in the increase productivity Work employee. Where is the environment Work is material and psychological conditions in the organization / company, so from That organization or company must provide environment adequate work like work environment physique like (design job, condition environment work (noise, ventilation, lighting) design outside work). As well as the environment non- physical work (excessive work, poor supervision system, lack of clear role). Environment good work can support implementation Work so that employee own Spirit work and improve productivity Work employee.

Study This done For know is discipline work, motivation work, and the environment Work have influence significant to productivity Work employee in company. Study This expected can give benefit for company in give motivation to employee so that can reach objective company.

II. METHOD

According to sugiyono (2008:7) Research quantitative is building rigorous research with use procedures statistics or with another way to measure variables his research. Type study This is descriptive quantitative that is dripping research focus on testing hypothesis with measurable data and will produce possible conclusions generalized. Primary sources are data sources that directly provide data to data collectors (Sugiyono, 2015: 225). Primary research data This obtained in a manner direct from respondent or data source. Writer For get the primary data right is with method hand out questionnaire in circumstances closed head respondent cv employee Mutiara Jaya Offset. Questions can questionnaire designed such such as to get obtain data and information important needed in research. Answer over the list of questions required questionnaire filled in by respondents made with use scale likert (likert scale). method analysis used in study covers analysis Validity Test, Reliability Test, Assumption Test Classical (Multicollinearity Test, Normality Test, Heteroscedasticity Test), Multiple Regression Analysis, Testing Hypothesis (T test, F test, Coefficient determination)

III. RESULT AND DISCUSSION

1. Validity test

Validity Test used For measure valid or nope indicator in questionnaire research. Something questionnaire is said to be valid if statement questionnaire capable disclose something that is measured by a questionnaire the. Validity test performed on each variable, where the whole variable study loading 1 6 must statement answered by respondents.

Table 1 Validity Test Results

No	Variable	KMO	Barlett's Test		
			Chi-Square	DF	Sig
1	Discipline Work (X_1)	0.564	68,734	6	0.0 0
2	Environment work (X_2)	0.554	85,218	6	0.0 0
3	Productivity work (Y)	0.690	52,648	6	0.0 0

From the table on can seen that the KMO (Kaiser -Meyer-Olkin) value of each variable above 0.50 and value significance based on *Bartlett's Test* of each variable below 0.005. this prove that fourth variable on can said to be valid.

2. Reliability Test

Reliability Test used For measure reliability indicator from something variable or construct. Something construct or variable said reliable If give mark more alpha coefficient (*Cronbach's Alpha*). big from at 0.60

Table 2 Liability test results

Variable	Cronbach alpha	Alpha	Information
Discipline Work (X_1)	0.8 06	0.8 2 6	Reliable
Environment work (X_2)	0.8 05	0.8 0 5	Reliable
Productivity Work (Y)	0.8 37	0.8 4 9	Reliable

In the table above, it can be seen that mark coefficient *Cronbach Alpha* from the variables studied show mixed results. All statement items from the variables Brand, Quality of Work and Interest in Buying consumers have mark coefficient *Cronbach Alpha* more big from at 0.60. With so, can concluded that tool measure used in each variable study stated reliable.

3. Test Assumptions Classic

a. Multicollinearity Test

Multicollinearity test aim For test whether in the regression model found exists correlation between variable independent. If it happens correlation, then named there is a multicollinearity problem. Good regression models should No happen correlation between variable independent.

Table 3 Multicollinearity Test Results

Variable	**Collinearity Statistics**		**Conclusion**
	tolerance	**VIF**	
Discipline Work	,922	1.085	Free Multicollinearity
Environment Work	,922	1.085	Free Multicollinearity

Based on results the so in the regression model No happen multicollinearity or perfect correlation between variables free, that is discipline work and environment work, Because more VIF value small than 10 and the tolerance value is more big from 0.1.

a. Heteroscedasticity Test

Heteroscedasticity happen if No There is similarity deviation standard mark variable depend on each variable independent. Detection with see There is nope pattern specified on the chart following this :

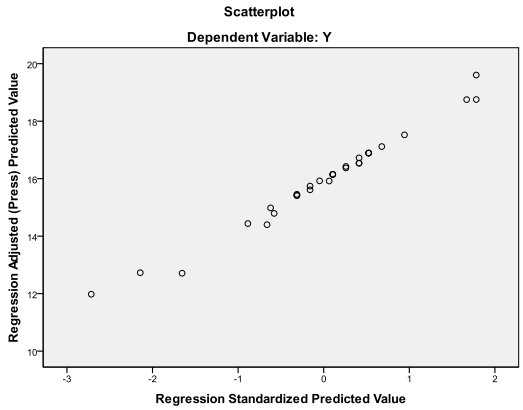
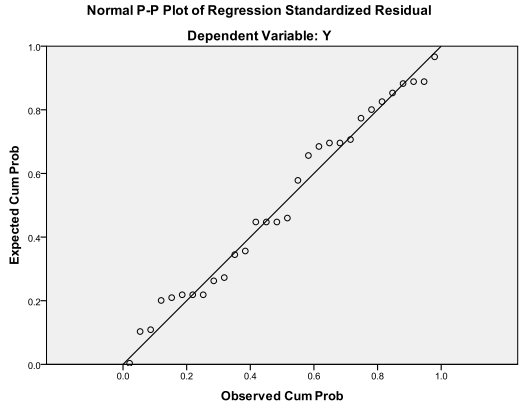


Figure 1 Testing Heteroscedasticity

From the chart that, can seen scattered dots in a manner random, no form something pattern certain clear, as well spread well above nor below the number 0 (zero) on the Y axis, then No happen heteroscedasticity

a. Normality

Normality test aim For test is in the regression model, variables bound and variable free or both of them have normal distribution or no. Good regression models is own normal data distribution or close to normal. Detection with see the spread of data (points) on the diagonal axis of chart



Gambar 2 Normal Probability Plot

Based on results data analysis with using SPSS, then can is known that the data is spread out around the diagonal line and follow the direction of the diagonal line, then the regression model fulfil assumption normality.

4. Multiple Linear Regression Analysis

In the following, the researcher will present an overview of the results of statistical calculations, namely the independent variables X1, X2 on the dependent variable (Y) which were processed using SPSS 17 For Windows, so the formulation of multiple linear regression analysis used is:

Y = a + b1 X1 + b2 X2

Table 4 Multiple Linear Regression Coefficient

Variable	Coefficient
Discipline work (X_1)	0.707
Environment work (X_2)	0.259
Productivity work (a)	0.690

From the table above, then equality formed

multiple linear regression is as following :

$$Y = 0.690 + 0.707 x_1 + 0.259 x_2$$

5. Hypothesis Test

a. F test

From the results of data processing using the SPSS 18 *For Windows program*, the F test results are obtained in the table below:

Table 5 F Test Results (Test)

Model	MeanSquare	F count	Significant
Regression	41,425	34,289	,000[a]

From the results results analysis on can concluded that F_{count} of 34.289, meanwhile F_{table} with level significant by 0.05 and degrees freedom $df_1 = 2$ (k-1) and $df_2 = 27$ (nk-1) of 3.354131 So $F_{count} > F_{table.}$

b.Ujit

t test is A test used in framework looking for each the influence of independent variables to the dependent variable and can be di know the independent variables that influence more dominant to the dependent variable. With provision if t count > t table, then Ho is rejected and Hi is accepted, meaning that the variable is independent influential to the dependent variable.

Table 5 T test results

Variable	T count	T table	significant t
Discipline Work	.005	2.05183	007
Environment Work	,284	2.05183	.000

From the description on can concluded that discipline Work have more influence dominant from environment Work to productivity employee at CV Mutiara Jaya Tuban.

c. Determination Coefficient Test

The coefficient of determination (R^2) is the proportion or percentage of the total Y variation explained by the regression line. The coefficient of determination is the square of the correlation coefficient, this coefficient of determination is used to determine the percentage of influence that occurs from the independent variable on the dependent variable.

Following results calculation analysis coefficient determination from the data table 1 1 below using SPSS:

Tabel. 6 Hasil Analisis Koefisien determinasi (R^2)

Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F Change
1	.847[a]	.718	.679	1.097	.718	34.289	2	27	.000

a. Predictors: (Constant), Environment work, Discipline Work

b. Dependent Variable: Productivity Work

Data Source : Appendix 9

From the data above it can be concluded that the value of R = 0.847 a means that the relationship x_1 and x_2 to y is very strong because it is close to the value 1. There is

IV. CONCLUSION

Based on analysis and discussion in the chapters above, can be taken a number of conclusion as following :

1. From the results analysis multiple linear regression obtained equation :

Coefficient disciplinary B1 regression Work as big 0.707 indicates that discipline Work have influence of 70.7% against productivity work. this means increase in influence discipline by 1% will resulted increase productivity Work of 70.7% and vice versa a 1 % reduction will be resulted decline productivity Work by 70.7% with assumption X1 constant.

Coefficient environmental B2 regression Work as big 0.259 denotes that environment Work have influence of 25, 9% against productivity work. this means enhancement environmental influence Work by 1% will resulted enhancement productivity of 25.9% and vice versa a decrease of 1 % causes decline productivity Work by 25.9% with assuming constant X2

2. From Calculation Results Can Known As Follows:

From the results calculation can be known the magnitude of F count as big 34,289 while F table 0.05 is 19.00 so F count > F table. this prove that discipline work and work environment have influence significant to productivity work at CV Mutiara Jaya Tuban. .

3. In a manner Partial and Simultaneous Obtained Results As Next :

From the results calculation known t count of 7.005 X1 (discipline work), then can stated that Ho is rejected and Hi is accepted, then can be sure X1 has influence to productivity work at CV Mutiara Jaya Tuban. Whereas t value X2 (environment work) is of 2,284. Where is the value of t count more big of Q table with significant 5% of 1.985, then can be stated that Ho is rejected and Hi is accepted. and got confirmed that the X2 also has influence to productivity Work employee.

4. Significant influence

From the results calculation study showing that the variable X 2 (environment work) have influence more dominant to variable Y (productivity work)

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