



THE EFFECT OF ENVIRONMENT, TRAINING, MOTIVATION, AND SATISFACTION ON WORK PRODUCTIVITY

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Abstract

The purpose of this study is to examine the effect of the work environment, job training, work motivation, and job satisfaction on work productivity. The number of samples in this study were 86 employees with saturated sampling techniques. Data collection method using a questionnaire. Data analysis using percentage descriptive analysis, classical assumption, multiple regression analysis, and determination coefficient. The result show that there is a significant influence between work environment, job training, work motivation, and job satisfaction on work productivity. The better the work environment and the quality of training, the higher the motivation and job satisfaction will further increase employee work productivity. To maintain the work environment, job training, work motivation, and job satisfaction given to employees, the objectives can be achieved.

INTRODUCTION

The era of globalization is currently experiencing a lot of changes and competition between companies that are getting tighter, so only companies with competitive advantages are able to reach the opportunities to grow. The increasing use of technology has encouraged someone to work and study (Wulansari et al., 2015). The function of human resources is to support organizations with their work, talent, creativity and drive. The increasing of technological and economic progress cannot run smoothly without the support of qualified human resources (Maya et al., 2015). Human resources are the sciences and arts that regulate relationships and the role of the workforce to be effective and efficient in the use of human capabilities in order to reach the company goals (Widodo, 2010).

One effort to improve competitiveness is by increasing work productivity. However, increa-

sing productivity is not an easy thing to do. Organizations need special approaches in order to increase work productivity, especially from the employees (Pratiguna & Prasetyo, 2015).

Productivity can be defined as a measure of the extent to which an employee is able to complete his work in accordance with the quality and quantity set by the organization or company (Aspiyah & Martono, 2016). The company's desire to profit is aimed at encouraging employees to work excellently and generate high or maximum input with low or minimum output.

To achieve high productivity, the work environment is an important factor that needs to be considered (Ratri & Palupiningdyah, 2014). The work environment refers to a particular organization where the employee works (Hanaysha, 2016). The work environment in a company is a work condition to provide an atmosphere and work situation of employees who are comfortable in achieving the goals desired by a company.

To increase work productivity with job training, training activities need to be carried out to be able to contain these programs. Training is one of the tasks that must be carried out by the development of human resources with the aim of increasing the effectiveness of the organization to create skilled and knowledgeable employee, and can improve employee performance (Akma et al., 2016).

To obtain better work productivity, motivation is a process that influences behavior and motivation that exists in someone that will create a behavior that is directed to achieve the final goal (Ranihusna, 2010). With motivation, it can stimulate employees to move the energy and mind in realizing the company's goals.

Another factor that must be considered by the company in maintaining and improving employee productivity is job satisfaction. Each employee has a different level of satisfaction in accordance with the values system that applies to the employee, this is due to differences in each employee (Nazenin & Palupiningdyah, 2014). Job satisfaction is an individual aspect that can push someone to work more comfortably and more calmly.

Hypothesis Development Influence on Productivity Work Environment Work

The work environment is a work condition to provide an atmosphere and work situation of employees who are comfortable in achieving the goals desired by a company. Poor working conditions have the potential to cause employees to get sick easily, easily stress, difficulty concentrating and decreased work productivity. If the workspace is uncomfortable, heat, inadequate air circulation, workspace is too dense, the work environment is less clean, noisy, of course this affects the work comfort of employees (Ghoniayah & Masurip, 2011).

The work environment is a condition around the workplace both physically and non-physically that can give a pleasant impression, secure, reassure, and feel at home working (Maya et al., 2015). Research conducted by Delmas and Pekovic (2012) states that the work environment influences work productivity, the company prioritizes the work environment with a higher standard than companies that do not meet the environmental standards in their companies. Research conducted by Lestari and Sriathi (2013) states that the work environment has a positive effect on employee work productivity,

meaning that the better the quality of the work environment, the higher the productivity.

H1: The better work environment, the more work productivity will increase.

Effect of Job Training on Work Productivity

Job training is a planned effort from the company to increase employee knowledge, skills and abilities. With the proper implementation of training, the company is expected to improve the work effectiveness of employees in achieving predetermined results. Training is not only needed as a formality of company activities, but also to provide the basics of knowledge (Zuana et al., 2014).

Training is a systematic effort to improve the company's entire knowledge (knowledge), skills (skills), and work attitudes (attitudes) among employees through the learning process in order to optimally execute its functions and duties. Research conducted by Lestari and Sriathi (2013) states that training has a significant influence on work productivity and the application of benefits from job training will greatly affect the increase in work productivity. However, the results of different studies are shown by (Rahmah et al., 2015) stating that training programs attended by employees have no significant effect on company output and productivity.

H2: The better job training, the more work productivity will increase.

The Effect of Work Motivation on Work Productivity

Motivation is one of the things that affect human behavior, motivation is also referred to as a driver, desire, support or needs that can make someone excited and motivated to fulfill their own impulses, so that they can act according to certain ways that will lead to the optimal direction (Baskoro, 2014).

Motivation becomes a side that can be a supplement for employees to give encouragement to work. Work motivation moves when work performance begins to decline, by motivating that the goals of the institution will still be achieved and maintained. The research conducted by Lestari and Sriathi (2013) states that work motivation has a positive effect on employee work productivity. Meanwhile, according to Manalu and Concerned Lumbanraja (2014) which states that work motivation affects employee work productivity.

H3: The better work motivation, the more work productivity will increase.

Effect of Job Satisfaction on Work Productivity

Job satisfaction is something that is individual. Someone who tends to work passionately when satisfaction can be obtained from his work. Job satisfaction that is felt by everyone is not the same, each individual will have different levels of satisfaction according to the value system that applies to him (Widyastuti & Palupiningdyah, 2015). Job satisfaction reflects the existence of a positive feeling or satisfaction or dissatisfaction of someone towards their work (Rejeki & Wulansari, 2015).

Job satisfaction is the result of employees' perceptions of how well their work provides things that are considered important (Purnamasari & Palupiningdyah, 2017). According to Manurung and Ratnawati (2012) job satisfaction consists of satisfaction with the job, satisfaction with salary, satisfaction with promotion opportunities, satisfaction with supervision (supervision), and satisfaction with colleagues. Research conducted by Halkos and Bousinakis (2010) states that job satisfaction has a positive effect on work productivity.

H4: The better job satisfaction, the more work productivity will increase.

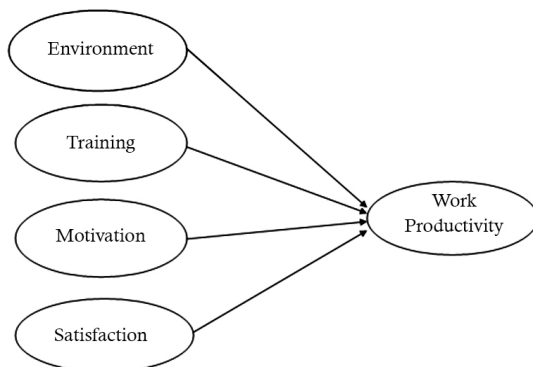


Figure 1. Research Model

METHOD

The population in this study were all employees, so the samples used were 86 employees.

The variables in this study consisted of six indicators of labor productivity with the ability, improve the results achieved, morale, self-development, quality, and efficiency. The working environment is measured by three indicators, namely the working atmosphere, relationships with colleagues, the availability of working facilities, job training measured by the 7 indicators of this type of training, training objectives, materials, methods, qualified participants, qualified coaches, and time. Work motivation is measured by

five indicators of physical needs, security, social needs, esteem, and self-actualization. Job satisfaction is measured by six indicators of the work itself, pay, promotion opportunities, bosses, co-workers, and working conditions.

Testing instrument using validity and reliability test. An item considered the valid question when $r_{count} > r_{table}$ (0.212) and is said to be invalid if the count $r < r_{table}$ (0.212). All instruments were tested on each dimension in this study is valid. That is all the questions in the questionnaire distributed validity tested. For Uju reliability, a variable is said to be reliable if it had a Cronbach's Alpha (α) > 0.70 . All instruments were tested on each dimension in this study is reliable. That is all the questions in the questionnaire are divided proven its reliability.

Methods of data collection using observation, interviews, and questionnaires. The results of observation of how the employee productivity in the last one, how the condition where the employees work. The results of the interviews conducted that researchers can determine employee productivity production CV. Menara Kudus Printing, working conditions, information on manpower training, motivation, and employee satisfaction levels. The questionnaire consisted of five variables that will be measured labor productivity (Sutrisno, 2011), work environment (Leblebici, 2012), job training (Mangkunegara, 2009), motivation (Hasibuan, 2008), and job satisfaction (Luthans, 2006).

The data analysis technique used is descriptive analysis percentage, classic assumption test, multiple linear regression analysis, and test the coefficient of determination by using SPSS version 17. Descriptive statistics in this study is used to analyze the background of the respondents consisting of gender, age, duration work, and recent education respondents. Classic assumption test used in this research that normality test, multicollinearity, and heteroscedasticity test.

RESULTS AND DISCUSSION

Respondents were enrolled in this study a number of production employees CV. Menara Kudus Printing 86 stamps.

Based on data processing, of the 86 respondents, 87% were male and 13% were women. A total of 8% were in the range of 19-25 years, 11% of respondents with age range of 26-32 years, 22% of respondents in the age range of 33-39 years, 21% of respondents in the age range of 40-46 years, 15% of respondents aged over a range of 47-53 years, 9% of respondents in the age

range 54-60 years, and 1% of respondents in the range of 61-67 years old. Older respondents were 1-10 years of work by 20%, 27% of respondents to work 11-20 years old, 30% of respondents to work 21-30 years old, 17% of respondents to work 31-40 years old, and 6% of respondents to 41-50 years old work.

Descriptive Analysis

This analysis was conducted to determine the general perception of respondents regarding the variables studied. This analysis is done by index numerical analysis techniques to describe the perception of respondents on the items to questions (Ferdinand, 2014). Based on research, the analysis results can be obtained descriptions in Table 1.

Table 1. Descriptive analysis

No.	Variables	Index
1	Work productivity	64.06
2	Wok environment	65.87
3	Work training	61.99
4	Work motivation	76.22
5	Job satisfaction	70.44

Based on the results of the descriptive analysis, five variables show that having a pretty good rate. It shows that the respondents in this study need to improve the working environment, job training, motivation and job satisfaction in order to increase employee productivity.

Table 2. Normality Test Results

One-Sampel Kolmogorov-Smirnov Test		
		Unstandardized Residual
N	86	
Normal Parameters ^{a, b}	Mean	.00000000
	Std. Deviation	
Most Extreme Differences	Absolute	.060
	Positive	.055
	Negative	-.060
Kolmogorov-Smirnov Z		.554
Asymp. Sig. (2-tailed)		.918

a. Test distribution is Normal.
 b. Calculated from data.

Classic Assumption Test

Normality Test Results

The test results of normality can be obtained by Kolmogorov-Smirnov Test in Table 2.

From Table 2 were obtained Asymp value sig (2-tailed) 0.918 > 0.05, so the normal distribution of data.

Test Results Multicollinearity

To determine whether or not multicollinearity can be done by finding the magnitude of Variance Inflation Factor (VIF) and the value of tolerance. If VIF < 10 and tolerance value > 0.1 then it does not happen multicollinearity. Based on the results of the output of SPSS for windows version 17, the regression model 1 has a tolerance value of 0.871 > 0.1 and VIF 1,148 < 10. This shows that there is no multicollinearity between the variables of the working environment on work productivity. In the second regression model has a tolerance value of 0.941 > 0.1 and VIF 1.062 < 10.

This shows that there is no multicollinearity between job training on work productivity. In the regression model 3 has a tolerance value of 0.915 > 0.1 and VIF 1.092 < 10. This shows that there is no multicollinearity between work motivation to work productivity. In the regression model 4 has a tolerance value of 0.969 > 0.1 and VIF 1.032 < 10. This shows that there is no multicollinearity between job satisfaction and work productivity.

Test Results Heteroskedasticity

The statistical test used to test whether or not one is a test heteroskedasticity glejser. If the significance value > 5% it can be concluded that

Table 3. Test Glejser

Model		Coefficient ^a			t	Sig.
		Unstandardized Coefficient	Standardized Coefficient			
		B	Std. Error	Beta		
1	(Constant)	.838	2.105		.398	.692
	Environment	-.004	.065	-.007	-.056	.955
	Training	-.007	.033	-.025	-.225	.823
	Motivation	.022	.025	.100	.872	.386
	Satisfaction	.014	.016	.101	.909	.366

a. Dependent Variable: RES2

the regression model did not happen heteroskedasticity. Heteroscedasticity test results using Glejser test can be seen in Table 3.

At Table 3, SPSS output results show that all the variables have a sig value ≥ 0.05 , the regression model does not contain any heteroscedasticity.

Hypothesis Testing

Test Statistic t

According to Ghozali (2016) t-test is intended to determine how much influence the independent variable work environment, job training, motivation and job satisfaction variables explain productivity. Tests carried out using a 0.05 significance level ($\alpha = 5\%$).

Based on Table 4, the following regression equation obtained from the results of multiple linear regression analysis:

$$Y = 3.390 + 0.322 X_1 + 0.127 X_2 + 0.090 X_3 + 0.050 X_4$$

From this equation, it can be interpreted that the value of regression coefficients for the

variables work environment by 0.322 (positive), which means that the work environment has a positive effect on work productivity, means that if the working environment is getting better and the other variables are assumed to be fixed then the employee's productivity will increase by 0.322. T-test significance value of 0.002 with a significance level of 0.05, it can be concluded that the H1 is stating the better the working conditions will lead to higher employee productivity CV. Menara Kudus Printing, accepted.

Variable regression coefficients for job training amounted to 0.127 (positive), which means training has a positive effect on labor productivity, means that if the training is getting better and the other variables are assumed to be fixed it will increase employee productivity 0.127. And t-test significance value of 0.016 with a significance level of 0.05, it can be concluded that the H2 stating the better the job training will lead to higher employee productivity CV. Menara Kudus Printing accepted.

Regression coefficients for work motivation variable of 0.090 (positive), which means po-

Table 4. Multiple Linear Regression Test Results

Model		Coefficient ^a			t	Sig.
		Unstandardized Coefficient	Standardized Coefficient			
		B	Std. Error	Beta		
1	(Constant)	3.390	3.271		1.036	.303
	Environment	.322	.100	.317	3.213	.002
	Training	.127	.052	.233	2.457	.016
	Motivation	.090	.039	.219	2.281	.025
	Satisfaction	.050	.024	.192	2.005	.043

a. Dependent Variable: Productivity

sitive motivation effect on labor productivity, means that if the motivation is getting better and the other variables are assumed to be fixed then the employee's productivity will increase by 0.090. T-test significance value of 0.025 with a significance level of 0.05, it can be concluded that the H3 stating the better motivation to work will lead to higher employee productivity CV. Menara Kudus Printing, accepted.

Regression coefficients for the variables of job satisfaction by 0,050 (positive), which means that job satisfaction has a positive effect on labor productivity, means that if the better job satisfaction and other variables are assumed to be fixed then the employee's productivity will increase by 0,050. T-test significance value of 0.043 with a significance level of 0.05, it can be concluded that the H4 stating the better the job satisfaction will lead to higher employee productivity CV. Menara Kudus Printing, accepted.

CONCLUSION AND RECOMMENDATION

Based on the research has been done on the effect of the work environment, job training, motivation and job satisfaction on employee productivity CV. Menara Kudus Printing, it can be concluded that the better the work environment for employees is increasing productivity CV. Menara Kudus Printing. This means to increase productivity of employees working one of which is the availability of a work environment that feels comfortable and have good facilities to complete. More job training increases employee productivity CV. Menara Kudus Printing. This means to increase productivity of employees CV. Menara Kudus Printing one of them is competent job training and can help both employers and employees on goals. More good motivation to work then increasing employee productivity CV. Menara Kudus Printing. This means to increase productivity of employees CV. Menara Kudus Printing one of which is the support of superiors and colleagues to always compact in doing the work in achieving the desired goals. The better job satisfaction the more work productivity of employees increases CV. Menara Kudus Printing. This means to increase work productivity for employees of CV. Menara Kudus Printing one of which is fair attitude among employees and good cooperation so that there is self-satisfaction for each.

Advice for CV. Menara Kudus Printing the working environment of employees at CV. Menara Kudus Printing still in the moderate category. Therefore, the leadership of the company should be able to improve the working environ-

ment in order to increase labor productivity, especially on environmental cleanliness statement items that have an average value of the lowest index. This can be done by providing more bins around the place of work. Training of employees at CV. Menara Kudus Printing still in the moderate category. Therefore, companies should be able to improve job training in order to increase labor productivity, especially in the training material statement items that have a lower index value. This can be improved by way of a training program should not be too many people so employees can better utilize the time to understand the material that was submitted.

Employee motivation CV. Menara Kudus Printing in the high category. Therefore, companies should be able to further enhance work motivation. But there is still the statement items have low index value that is the opportunity to develop skills and abilities. This can be improved by providing the opportunity for employees to learn and develop skills and capabilities. For further research need to enlarge the study population as well as expand the scope of research by using some organizations to obtain higher quality data. To better understand how to improve employee productivity, it is necessary to supplement the study variables indicated an effect on labor productivity in addition to the work environment, job training, motivation and job satisfaction.

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