

The Effect of Work Environment, Work Discipline and Work Ethic on Work Productivity

(Empirical Study on Employees of PT. CIMB Niaga Finance Bintaro)

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ABSTRACT

This study aims to determine the influence of the work environment, work discipline and work ethic on work productivity in employees of PT CIMB Niaga Finance Bintaro. The type of research carried out is using Quantitative. The sample used was 163 respondents, with sampling using the Random Sampling method using the Slovin formula. The data collection techniques was through questionnaires with Likert scale that have been processed using Microsoft Excel 2010 software and SPSS software version 22. The data analysis used was validity and reliability tests, classical assumption tests, hypothesis tests and multiple linear regression. The results of this study show that work environment variables, work discipline and work ethic have a significant and positive influence on work productivity. The results of this study are expected to be able to make employees of PT. CIMB Niaga Finance becomes more productive.

Keywords: *Work Environment, Work Discipline, Work Ethic, Work Productivity.*

INTRODUCTION

Every company that is established aims to achieve profits, and also long survival, to achieve these benefits, the company must pay attention to employees, because employees are one of the main factors, with good human resource management, employees are expected to work productively.

One of the success factors in the company is employee productivity. In increasing productivity it needs to be supported by a comfortable workplace and environment. Because the work environment is also one of the determinants and supporters of employee work productivity. The work environment is very influential for employees, because a supportive work environment will make employees more passionate and excited to achieve maximum and better performance. The work environment is something that employees feel that affects a person to get a sense of security, comfort, and satisfaction in doing and completing the work given by the boss. The role of the work environment greatly impacts employee work

productivity supported by research from Wibowo et al. [1] which states that the work environment affects work productivity. This contradicts the results of research from Abdul Rachman Saleh and Hardi Utomo [2] which shows that the work environment has no effect on employee productivity.

Discipline is the main thing that must be upheld by an individual or employee to show the company that he is able to hold the responsibilities given to him well as well as other things that the company assigns to him. This is supported by research on work discipline on work productivity by Wibowo et al. [1] work discipline has a significant effect on work productivity, but this contradicts the results of research conducted by Abdul Rachman Saleh and Hardi Utomo [2] related to work discipline positive but insignificant effect on work productivity.

Work ethic must be owned by every private individual or group. Work ethic is used to assess whether the actions that have been done are wrong or right, bad or good. This is supported by research conducted by Fita Eviyana [3] Work ethic is needed in order to create motivation, commitment to work, high initiative, and problem solving ability to overcome challenges because a good work ethic can encourage and increase work productivity in the company. This contradicts the results of research from Novfarly Leonard Lengkong, Adolfina, Yantje Uhing [4] that work ethic has no significant effect on work productivity, The success of a company lies in the work productivity obtained if employees have the desire to improve their abilities in maintaining the company, so that company goals will run effectively and efficiently [5].

This research was conducted at PT. CIMB Niaga Finance is a company engaged in the largest financing, especially new and used cars, Hajj financing and multipurpose financing. This research focuses on employees of PT CIMB Niaga Finance, this is intended to develop the company towards a better direction by having the same views and goals. . PT CIMB Niaga Finance itself runs a remuneration system (salary or wages, incentives, bonuses) for employees that is structured based on pay for performance by productivity. Through this system, assessment of employees is carried out periodically and rewards according to their respective productivity.

From the background above, the work environment, work discipline and work ethic, and this can affect and have an impact on productivity that occurs in the company, therefore the authors will conduct research entitled "The Effect of Work Environment, Work Discipline and Work Ethic on Work Productivity (Study on Employees of PT. CIMB Niaga Finance)".

LITERATURE REVIEW

Effect of Work Environment on Work Productivity

The work environment is a condition or situation that has a significant influence on employees in doing work or on the course of company operations. Mentioned work environment variables on work productivity based on research [6] work environment variables affect employee work productivity. The work environment is a factor that can encourage an employee to work better. An employee feels comfortable at work if the working environment conditions are as expected.

H1 : Work environment has a significant effect on Work Productivity

Effect of Work Discipline on Work Productivity

Good employee discipline will accelerate the achievement of company goals. Therefore, the importance of this disciplinary attitude must be upheld in companies and organizations. In previous research, work discipline variables on work productivity by Wibowo et al. [1] work discipline variables have a significant effect on work productivity, this states that the application and supervision of proper work discipline and employee compliance with the rules in the company will increase employee work productivity.

H2 : Work discipline has a significant effect on work productivity

Effect of Work Ethic on Work Productivity

A high work ethic is able to make employees able to commit to their work, and be able to have high initiative, and overcome problems and challenges in the company, because a good work ethic is able to encourage and increase work productivity in the company. in previous research on work ethic variables on work productivity by Saleh and Utomo [2] work ethic has an influence on work productivity. This states that the work productivity of employees that can be done is to foster and improve a good work ethic in every employee, one way is by providing motivation both internal and external.

H3 : Work Ethic has a significant effect on Work Productivity

RESEARCH METHODS

The research method used in this research is the Quantitative research method, which looks at the relationship of variables to the object under study and is causal (Causal). The sampling technique used in this research is Random Sampling. And to determine the number

of samples used in this study is the Slovin Formula. Then the number of samples obtained was 163 respondents.

RESULTS AND DISCUSSION

Validity Test

Table 1. Validity Test Results

	Corrected Item-Total Correlation	Rtabel	Remarks
Work Environment (X1)			
X1_1	.581	0.1538	Valid
X1_2	.681	0.1538	Valid
X1_3	.576	0.1538	Valid
X1_4	.583	0.1538	Valid
X1_5	.489	0.1538	Valid
X1_6	.553	0.1538	Valid
X1_7	.668	0.1538	Valid
X1_8	.605	0.1538	Valid
Work Discipline (X2)			
X2_1	.410	0.1538	Valid
X2_2	.494	0.1538	Valid
X2_3	.388	0.1538	Valid
X2_4	.461	0.1538	Valid
X2_5	.308	0.1538	Valid
X2_6	.399	0.1538	Valid
X2_7	.442	0.1538	Valid
Work Ethic (X3)			
X3_1	.564	0.1538	Valid
X3_2	.463	0.1538	Valid
X3_3	.347	0.1538	Valid
X3_4	.328	0.1538	Valid
X3_5	.486	0.1538	Valid
X3_6	.442	0.1538	Valid
Work Productivity (Y)			
Y1	.507	0.1538	Valid
Y2	.564	0.1538	Valid
Y3	.434	0.1538	Valid
Y4	.420	0.1538	Valid
Y5	.193	0.1538	Valid
Y6	.431	0.1538	Valid

Based on the validity test results in table 1, we can see that the validity test on all items in each statement of all variables Work environment, work discipline, work ethic and work productivity are greater than R_{table} , so each statement on the variable is declared valid, meaning that the questionnaire is suitable for use as a data collection tool.

Reliability Testing

Table 2. Reliability Test Results

Variable	Alpha Cronbach	Critical Values	Remarks
Work Environment (X1)	0.850	0.60	Reliable
Work Discipline (X2)	0.705		Reliable
Work Ethic (X3)	0.707		Reliable
Work Productivity (Y)	0.693		Reliable

Based on the reliability test results in table 2, we can see that each variable has an Alpha Cronbach value > 0.60 . So we can conclude that the variables of work environment, work discipline, work ethic and work productivity are declared reliable.

Classical Assumption Test

Table 3. Normality Test Results

		Unstandardized Residual
N		163
Normal Parameters ^{a,b}	Mean	.0000000
	Std. Deviation	2.27343124
Most Extreme Differences	Absolute	.061
	Positive	.049
	Negative	-.061
Test Statistic		.061
Asymp. Sig. (2-tailed)		.200 ^{c,d}

Based on table 3 of the normality test results above, the kolmogorov - smirnov normality test results were obtained with a significant value of $0.200 > 0.05$. So it can be interpreted that the regression model fulfills the assumption of normality.

Table 4. Multicollinearity Test Results

Variable	Tolerance	VIF
Work Environment (X1)	0.600	1.667
Work Discipline (X2)	0.531	1.882
Work Ethic (X3)	0.517	1.935

Based on table 4 of the multicollinearity test results above, we can see that each variable has a tolerance value > 0.10 and a VIF value < 10, it means that there is no multicollinearity in this regression model.

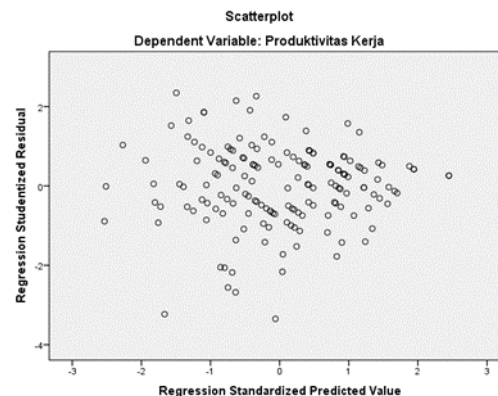


Figure 1. Heteroscedasticity Test Results

Based on Figure 1 on the Scatterplot graph, we can see that the points spread randomly and do not form a certain clear pattern and spread both above and below zero on the Y axis. So it can be concluded that there is no heteroscedasticity in all variables.

Multiple Linear Regression Analysis

Table 5. Multiple Linear Regression Test Results

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	1.859	1.537		1.210	.228
Work Environment	.179	.040	.297	4.503	.000
Work Discipline	.391	.074	.372	5.311	.000
Work Ethic	.225	.072	.223	3.136	.000

In this study, the model used is multiple linear regression shown to measure the amount of "Work Environment, Work Discipline, and Work Ethic on Work Productivity".

$$Y = a + \beta_1 X_1 + \beta_2 X_2 + \beta_3 X_3 + \epsilon$$

1. A constant of 1,859 means that if the work environment, work discipline and work ethic are 0 (no addition), then work productivity is worth 1,859.
2. The regression coefficient value of the Work Environment variable (X_1) is 0.179, then the work environment variable is stated to be positive towards work productivity, this shows that by adding 1 unit of value, work productivity will increase by 0.179.

3. The regression coefficient value of the Work Discipline variable (X_2) is 0.391, then the work discipline variable is stated to be positive towards work productivity, this shows that by adding 1 unit of value, work productivity will increase by 0.391.
4. The regression coefficient value of the work ethic variable (X_3) is 0.225, then the work ethic variable is stated to be positive towards work productivity, this shows that by adding 1 unit of value, work productivity will increase by 0.225.

Determination Coefficient Analysis

Table 6. Results of Determination Analysis Test

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.765 ^a	.585	.577	2.295

From table 6 it can be seen that the value of Adjust R Square is 0.577, which means 57.7%, indicating that the Work Environment (X_1), Work Discipline (X_2) and Work Ethic (X_3) simultaneously have a strong influence on work productivity (Y).

Significance of Effect Test

Table 7. Results of t Test

Model	t	Sig.
(Constant)	1.210	.228
Work Environment	4.503	.000
Work Discipline	5.311	.000
Work Ethic	3.136	.000

The t test results are as follows:

1. Work Environment (X_1)

- If the tcount is $4.503 > t_{table} 1.9750$, then H_1 is accepted.
- If the Sig value is $0.000 < 0.05$ then H_1 is accepted

This means that the work environment (X_1) has a positive and significant effect on work productivity (Y).

2. Work Discipline (X_2)

- If the tcount is $5.311 > t_{table} 1.9750$, it is stated that H_2 is accepted.
- If the Sig value is $0.000 < 0.05$ then H_2 is accepted

This means that Work Discipline (X2) has a positive and significant effect on Work Productivity.

3. Work Ethic (X3)

- If the tcount is $3.136 > t_{table} 1.9750$, then H3 is accepted.
- If the Sig value is $0.000 < 0.05$ then H3 is accepted.

This means that Work Ethic (X3) has a positive and significant effect on work productivity.

CONCLUSIONS

1. The Work Environment variable has a significant and positive influence on the work productivity of PT CIMB Niaga Finance employees.
2. The Work Discipline variable has a significant and positive influence on the work productivity of PT CIMB Niaga Finance employees.
3. The Work Ethic variable has a significant and positive influence on the work productivity of PT CIMB Niaga Finance employees.

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