

THE INFLUENCE OF WORK DISCIPLINE, INTERNAL ENVIRONMENT AND EMPLOYEE SATISFACTION ON EMPLOYEE PRODUCTIVITY CV. LANGGENG PROPERTINDO

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Abstract

This study aims to conduct a more in-depth evaluation of the impact of Work Discipline, Internal Environment, and Employee Satisfaction on Work Productivity in the organizational environment of CV. Langgeng Propertindo. The population identified as the object of research is all employees of CV. Langgeng Propertindo, which involved 40 people in this analysis. The method of analysis used is multiple linear regression, a statistical analysis technique that makes it possible to understand the complex interrelationships between independent variables and dependent variables. The results of this study revealed interesting findings: First, work discipline did not have a significant effect on employee productivity. Second, the internal environment did not show a significant impact on work productivity. However, interestingly, Employee Satisfaction positively and significantly affects work productivity. This finding provides a deeper understanding of the factors that really affect employee performance at CV. Langgeng Propertindo. This research also highlights that work productivity is not only influenced by one factor, but simultaneously by work discipline, internal environment, and employee satisfaction.

Keywords: Work Discipline, Internal Environment, Employee Satisfaction, Work Productivity

1. INTRODUCTION

The factors that determine the success of achieving company goals are determined by employees as part of human resources and company assets. Employees are considered the main force driving the company, and issues related to them significantly affect the internal environment of the organization. CV. Langgeng Propertindo, a property company in Bandar Lampung, operates in a highly competitive environment. To improve employee performance and productivity, companies need to consider work discipline, internal environment, and employee satisfaction factors.

According to Alam & Putri (2023), task discipline is an element of human resource management that plays a crucial role. The level of individual discipline has a correlation with the level of performance achievement that can be achieved. Work discipline includes aspects of behavior that have work procedures that have been implemented, while showing a positive attitude towards adhering to these organizational rules. Work discipline refers to the ability of individuals to carry out their duties in accordance with applicable regulations without violating predetermined provisions.

The company has discipline problems with employees who are often late for work or do not arrive on time. In addition, the legal sanctions given by the company to employees who violate the rules are not firm enough. Leaders only give direct warnings to employees who

violate company regulations. Leaders are expected to give strict punishment to their employees in order to create a deterrent effect on those who violate the rules. In January a total of 8 employees arrived late, in February a total of 7 people, in March a total of 5 people, in April a total of 7 people, in May a total of 9 people and in June a total of 8 people. In the period January to June 2023, the number of employees who were late experienced ups and downs. However, the number of employees who were late for work in May 2023 had the largest increase, namely 9 employees. The late arrival of some employees indicates a lack of work discipline at the CV Company. Langgeng Propertindo. If employees cannot improve their work through work discipline, it will affect work productivity.

The internal environment plays a very important role in productivity. According to Sulistyowati et al (2020), increasing employee productivity can be realized through the formation of a pleasant and conducive work environment. To increase employee productivity, one of the efforts is made by paying special attention to work environment factors. The organization as an entity that guarantees to facilitate work activities. A work environment that meets these standards is expected to motivate employees to work productively. By creating a good work environment, the organization can facilitate the implementation of employee tasks, which is expected to increase overall work productivity. Based on the author's observations, the performance of CV employees. Langgeng Propertindo still needs improvement. This can be seen from the relationship between some employees that is not harmonious, the tight competition for positions causes the formation of an inharmonious internal environment.

Employee satisfaction according to Pandiangan et al (2023) is another factor that can increase productivity. Constant attention to employee satisfaction, both with tasks and responsibilities and social interactions in the workplace, can create an atmosphere that supports better productivity. Employee satisfaction is very important in any situation because it has a tendency to increase work productivity. Without the support of employee satisfaction, it is difficult for the company to achieve its goals. Companies need to always pay attention to employee satisfaction. The level of employee satisfaction can be reflected through their interactions with coworkers and superiors. In this context, the problem that occurs is the lack of facilities in the office such as meeting rooms that do not yet exist, making employees usually meet in the director's room. This is not only limited to the fulfillment of each individual's responsibilities and duties, but also involves cooperation and assistance between employees.

According to Sinaga (2020) work productivity can be measured as a comparison between the results or achievements obtained by employees. The success of a company is the main goal that is always desired, and in achieving this, the role of human resources is very important. Work efficiency becomes a competitive advantage for the company. If employees have the motivation to improve their abilities, then employee work productivity can reach a higher level, helping companies achieve goals more optimally. The problem that occurs in work productivity is that targets are sometimes not achieved which requires employees to often work overtime to achieve these targets.

2. THEORETICAL FOUNDATION

A. Work Discipline

Discipline is a management approach that is implemented to encourage employees to comply with various provisions that apply within the company. It is expected that employees can work collaboratively with coworkers and improve performance, as explained by (Tarigan & Priyanto, 2021). Employees who obey the rules and maintain a level of discipline will create a more conducive company atmosphere, with a positive impact on all company activities. A good level of discipline is reflected in an attitude of high responsibility for the tasks assigned. The importance of rules and regulations in creating order in the office is recognized as a key factor, because employees who comply with the rules will create a disciplined work environment. According to Rivai's view quoted in Noni Yusnita (2021), here are five indicators used to indicate work discipline including:

1. Attendance is the main parameter to assess the level of discipline, in general, the lack of discipline in employees can be seen from their tendency to be late for work.
2. Compliance with work rules reflects the extent to which employees obey the rules and regulations set in the office.
3. Adherence to work standards reflects how much employees take responsibility in carrying out the tasks that have been entrusted to them.
4. A meticulous and careful attitude in carrying out work effectively and efficiently is reflected in the high level of vigilance of an employee.
5. The code of work ethics reflects the actions of employees who are disciplined or undisciplined at work.

B. Internal Environment

The internal environment in the context of an organization is a group of actors who have a direct relationship with the company and affect it, as described by (Elzagi, V., 2023). The internal environment includes existing human and physical resources that play an important role in influencing business performance. The internal environment refers to aspects of the environment that interact directly with the company and are able to have a direct impact on daily business activities. Components of the internal environment include competitors, suppliers, customers, employees, shareholders and other factors. In other words, the internal environment is a combination of all the forces within the reach of a business organization. Sitanggang (2021) identifies several work environment indicators involving certain elements such as:

1. How superiors interact with subordinates
2. The level of respectful relationship among coworkers
3. Organized spatial conditions
4. Noise level in the work environment.

These indicators provide an overview of the dynamics of the internal environment, including interactions between members of the organization and the physical conditions of the workplace.

C. Employee Satisfaction

Said et al (2017) mentioned that employee satisfaction has a very important role because it can have an impact on employee productivity in a company. Workers who experience high

levels of job satisfaction tend to find work enjoyable. Aprinawati et al (2021) identified several indicators of employee satisfaction, including:

1. Work content as a form of control
2. Supervision that involves periodic supervision
3. Salary or incentives
4. Good relationships with coworkers

D. Work Productivity

Work productivity is defined as the spirit of improvement that is encompassed as a mental attitude as described by Ordella & Andani (2022). his concept is related to using inputs efficiently in meeting human needs for the production of goods or services. This mental attitude is often referred to as a belief that prioritizes the view that the quality of life today should be better than before, and the hope for tomorrow should be more than today, as expressed by Ordella & Andani (2022). Muayyad & Gawi (2016) identified several indicators of work productivity involving:

1. Work Ethic

Describes the effort to achieve better performance than the previous day, seen in the dedication and achievement of results in a period compared to the previous day.

2. Self-Development

Means continuously improving work capabilities through recognizing and solving challenges and preparing for emerging expectations.

3. Ability

Refers to a person's skills and professionalism in completing tasks, which greatly affects an employee's performance.

4. Efficiency

Encompassing the comparison between the achievement of results and the overall utilization of resources, taking into account inputs and outputs, is an element of productivity that has a considerable impact on employees.

E. Framework

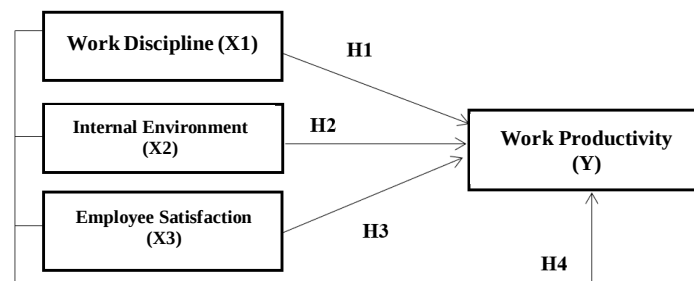


Figure 1. Thinking Framework

3. RESEARCH METHODS

The research method applied is a quantitative approach. In determining the research population, because the number of respondents was less than 100 people, it was chosen to take all of them as samples, namely 40 respondents from Cv. Langgeng Propertindo. The approach used is called the saturated sample technique or census technique, where the population as a whole is used as an observation unit without drawing a sample. The main data source that is the main focus is primary data obtained through filling out questionnaires using a Likert scale. with x and y variables to obtain data. Multiple linear regression analysis was the technique applied, and SPSS 23 was the statistical software used. By using this technique, it can identify and measure the independent and dependent variables have a relationship.

4. RESULTS AND DISCUSSION

4.1. Research Result

a. Validity Test

A questionnaire is determined to be valid or not in research. All question items are tested, and if r-value (correlation coefficient) exceeds r-table, the instrument is considered valid (Kuantitatif, 2016).

Table 1. Validity Test

Work Discipline (X1)	r_{value}	r_{table}	Description
Item 1	0,883	0,312	Valid
Item 2	0,606	0,312	Valid
Item 3	0,670	0,312	Valid
Item 4	0,717	0,312	Valid
Item 5	0,827	0,312	Valid
Item 6	0,889	0,312	Valid
Item 7	0,766	0,312	Valid
Item 7	0,766	0,312	Valid
Item 8	0,807	0,312	Valid
Item 9	0,775	0,312	Valid
Item 10	0,652	0,312	Valid
Internal Environment (X2)	r_{value}	r_{table}	Description
Item 1	0.832	0,312	Valid
Item 2	0,897	0,312	Valid
Item 3	0,866	0,312	Valid
Item 4	0,852	0,312	Valid
Item 5	0,806	0,312	Valid
Item 6	0,810	0,312	Valid
Item 7	0,878	0,312	Valid
Item 8	0,822	0,312	Valid
Item 9	0,851	0,312	Valid

Item 10	0,754	0,312	Valid
Employee Satisfaction (X3)	r_{value}	r_{table}	Description
Item 1	0,853	0,312	Valid
Item 2	0,915	0,312	Valid
Item 3	0,816	0,312	Valid
Item 4	0,891	0,312	Valid
Item 5	0,877	0,312	Valid
Item 6	0,602	0,312	Valid
Item 7	0,928	0,312	Valid
Item 8	0,609	0,312	Valid
Item 9	0,838	0,312	Valid
Item 10	0,847	0,312	Valid

Source: SPSS 23

Based on table 9, it is found that the question items in all questionnaires are worth $r_{value} > r_{table}$ (0.312). So it is valid as a measuring tool.

b. Reliability Test

Sugiyono (2018: 268), the reliability test is an evaluation of the level of consistency and stability of the data or findings obtained. The measuring instrument is considered reliable if the measurements taken show Cronbach's alpha shows a value that exceeds 0.60.

Table 2. Reliability Test Results

Variable	Cronbach's Alpha	Description
Work Discipline	0,915	Reliable
Internal Environment	0,948	Reliable
Employee Satisfaction	0,963	Reliable
Work Productivity	0,923	Reliable

Source: SPSS 23

From the data in Table 10, it can be observed that Cronbach Alpha exceeds 0.60. Based on this value, it is explained that the indicators of the variables used are considered reliable as a measuring tool.

c. Respondents' Responses

$$I = \frac{NT - NR}{K}$$

$$I = \frac{50 - 10}{5}$$

$$I = \frac{40}{5} = 8$$

- 10 – 17: Not very good
- 18 – 25: Not good

- c. 26 – 33: Neutral
- d. 34 – 41: Good
- e. 42 – 50: Very Good

$$I = \frac{Max\% - Min\%}{K} = \frac{100\% - 20\%}{5} = \frac{80\%}{5} = 16$$

- a. 20%-35% = Not very good
- b. 36%-51% = Not good
- c. 52%-67% = Simply
- d. 68%-83% = Good
- e. 84%-100% = Very Good

Table 3. Frequency Distribution of Work Discipline (X1)

Interval	Frequency	%	Criteria
42-50	18	45	Very good
34-41	18	45	Good
26-33	3	7,5	Fair
18-25	1	2,5	Not Good
10-17	0	0	Not very good
Total	40	100	

Source: Data processed 2023

It can be interpreted from a total of 40 respondents, a total of 18 respondents or 45% stated that the level of work discipline at Cv. Langgeng Propertindo is in the very good category. Furthermore, the number of respondents who gave good category ratings was 18 respondents or 45%, while 3 respondents or 7.5% were in the moderate category. Only 1 respondent or 2.5% said that the level of work discipline was in the unfavorable category, 0 respondents gave a very unfavorable assessment (0%). It can be concluded that the majority of respondents gave a positive assessment of the level of work discipline at Cv. Langgeng Propertindo, especially in the Very Good and Good categories. These results reflect a positive perception of work discipline in the organization.

Table 4. Research Results Based on Work Discipline Indicators (X1)

No	Statement	Max Score	Real Score	%	Criteria
1	I arrive at work on time before the set working hours.	200	167	83%	Good
2	I feel that I am never late for work.	200	159	87%	Very Good
3	I always go back to break according to the set time.	200	158	86%	Very Good

No	Statement	Max Score	Real Score	%	Criteria
4	I always go home from work according to the set time.	200	163	83%	Good
5	I always wear work clothes or uniforms that have been set by the company.	200	167	85%	Very Good
6	I always use identification when working in accordance with the company's regulations.	200	160	82%	Good
7	I always follow the applicable rules set by the company.	200	169	82%	Good
8	I understand the rules and sanctions set by the company.	200	169	86%	Very Good
9	I tidy up my work equipment after use.	200	168	82%	Good
10	I complete tasks in accordance with the specified time.	200	164	83%	Good
Average		200	164,4	82%	Good

Source: Data processed 2023

The table presented, it can be concluded that the average value of answers from respondents to all variable question items regarding work discipline is 164.4, equivalent to 82%. With good criteria, it can be interpreted that overall, respondents tend to give an agreed assessment of the work discipline variable at Cv. Langgeng Propertindo. This conclusion illustrates that positive perceptions are dominant in terms of organizational work discipline from the respondents' point of view.

Table 5. Frequency Distribution of Internal Environment (X2)

Interval	F	%	Criteria
42-50	19	47,5	Very good
34-41	19	47,5	Good
26-33	1	2,5	Fair
18-25	1	2,5	Not Good
10-17	0	0	Not very good
Total	40	100	

Source: Data processed 2023

Shows that a total of 19 respondents or 47.5% gave an assessment that the internal environment at Cv. Langgeng Propertindo is in the very good category. 19 respondents or 47.5% concluded the good category. There were also 1 respondent or 2.5% who gave a fair assessment, 1 respondent or 2.5% said it was not good, and 0 respondents who stated that the category was very bad (0%). It can be concluded in general, the internal environment at Cv. Langgeng Propertindo is rated in the Very Good and Good categories, with the majority of respondents giving a positive assessment of the condition of the internal environment in the organization.

Table 6. Research Results Based on Internal Environment Indicators (X2)

No	Statement	Max Score	Real Score	%	Criteria
1	I have a good relationship with my boss	200	165	83%	Good
2	I have a good relationship with my coworkers	200	174	87%	Very Good
3	I have a good relationship with my subordinates	200	172	86%	Very Good
4	Security at work has been guaranteed by the company	200	166	83%	Good
5	Opportunity for advancement	200	170	85%	Very Good
6	Fun work atmosphere	200	164	82%	Good
7	Efficient working time	200	163	82%	Good
8	Good communication with coworkers	200	171	86%	Very Good
9	The company does not discriminate between employees from one another	200	163	82%	Good
10	I feel that the supervisor has given me the job wisely.	200	165	83%	Good
Average		200	167,3	84%	Very Good

Source: Data processed 2023

The table presented, it is concluded that the average value of answers from respondents to all variable question items regarding the internal environment is 167.3, equivalent to 84%. With very good criteria, it can be interpreted that overall, respondents tend to give a very agreeable assessment of the internal environment variables at Cv. Langgeng Propertindo. This conclusion illustrates that the dominant positive perception in terms of the internal environment of the organization according to the respondents' point of view.

Table 7. Frequency Distribution of Employee Satisfaction (X3)

Interval	F	%	Criteria
42-50	16	40	Very good
34-41	22	55	Good
26-33	1	2,5	Fair
18-25	0	0	Not Good
10-17	1	2,5	Not very good
Total	40	100	

Source: Data processed 2023

It can be observed that 16 respondents or 40% stated that employee satisfaction was in the very good category, while 22 respondents or 55% mentioned the good category. There was 1 respondent or 2.5% who gave a fair assessment, 0 respondents who said it was not good, 1 respondent or 2.5% said it was very bad. Thus, it is concluded that in general, employee satisfaction at Cv. Langgeng Propertindo is rated in the Very Good category for the condition of employee satisfaction in the organization.

Table 8. Research Results Based on Employee Satisfaction Indicators (X3)

No	Statement	Max Score	Real Score	%	Criteria
1	I've been paid commensurate with the amount of work I've done	200	161	88%	Very Good
2	The salary increase is close to what is expected	200	159	78%	Good
3	I feel that what I do is appreciated	200	161	78%	Good
4	When I do a good job, my boss recognizes me according to my expectations	200	165	64%	Simply
5	Clear direction is given when I work	200	164	80%	Good

No	Statement	Max Score	Real Score	%	Criteria
6	I am confident that I can complete the tasks assigned by my supervisor	200	167	86%	Very Good
7	The job I have requires a variety of skills (creative)	200	168	79%	Good
8	The space (desk and chair) where I work is comfortable	200	169	69%	Good
9	The Hari Raya allowance provided by the company is in accordance with my length of service.	200	170	89%	Very Good
10	There is a clear agreement with the company when establishing the rules for termination of employment.	200	166	87%	Very Good
Average		200	165	83%	Good

Source: Data processed 2023

The table presented, it can be concluded that the average value of answers from respondents to all variable question items regarding employee satisfaction is 165, equivalent to 83%. With good criteria, it can be interpreted that overall, respondents tend to give an agreed assessment of the employee satisfaction variable at Cv. Langgeng Propertindo. This conclusion illustrates that positive perceptions are dominant in terms of organizational employee satisfaction from the respondents' point of view.

Table 9. Frequency Distribution of Work Productivity (Y)

Interval	F	%	Criteria
42-50	10	25	Very good
34-41	24	60	Good
26-33	5	12,5	Fair
18-25	0	0	Not Good
10-17	1	2,5	Not very good
Total	40	100	

Source: Data processed 2023

It can be shown that 10 respondents or 25% stated that work productivity at CV. Langgeng Propertindo is in the very good category, while 24 respondents or 60% stated the good category. In addition, 5 respondents or 12.5% gave a fair assessment, 0 respondents mentioned it was not good, and 1 respondent or 2.5% mentioned it was very bad. Thus, in general, work productivity at Cv. Langgeng Propertindo is rated in the good category, with the majority of respondents giving a positive assessment of the level of work productivity in the organization.

Table 10. Research Results Based on Work Productivity Indicators (Y)

No	Statement	Max Score	Real Score	%	Criteria
1	The quality of my work is in accordance with the standards set by the company	200	163	88%	Very Good
2	The quantity of my work is in accordance with the standards set by the company	200	164	78%	Good
3	I am thorough in completing every job	200	168	78%	Good
4	I am punctual in completing every job	200	161	64%	Simply
5	Time used to complete a job in accordance with predetermined standards	200	161	80%	Good
6	In completing work, I often get reprimanded by the people I serve	200	126	86%	Very Good
7	I often receive praise and appreciation from the people I serve regarding the quality of service provided	200	162	79%	Good
8	I often put off work that needs to be done immediately	200	114	69%	Good
9	During working hours, whether there is or is not a task, I am always ready to be at work	200	168	89%	Very Good

No	Statement	Max Score	Real Score	%	Criteria
10	I use stationery according to my needs	200	167	87%	Very Good
Average		200	155,4	78%	Good

Source: Data Processed 2023

The table presented, it is concluded that the average value of answers from respondents to all variable question items regarding work productivity is 155.4, equivalent to 78%. With good criteria, it can be interpreted that overall, respondents tend to give an agreed assessment of the work productivity variable at Cv. Langgeng Propertindo. This conclusion illustrates that positive perceptions are dominant in terms of organizational work productivity from the respondents' point of view.

d. Multiple Linear Regression Analysis

To predict changes in the dependent variable. Applied when there are at least two independent variables that are tested for their effect on the dependent variable. Sugiyono (2018: 307).

Table 11. Multiple Linear Regression Analysis

Model	Unstandardized Coefficients		Standardized Coefficient	t	g
	B	Std. Error	Beta		
(Constant)	6.008	3.848		1.561	.127
Work Discipline	.056	.125	.057	.445	.659
Internal environment	.048	.146	.051	.331	.743
Employee satisfaction	.691	.124	.775	5.553	.000
a. Dependent Variable: Work Productivity					

Source: SPSS 23

Table above, then the equation with the formula:

$$Y = 6.008 + 0,056 + 0,048 + 0,691$$

Interpret the equation as follows:

1. A constant value of 6,008 means that work productivity without the influence of work discipline, internal environment, and employee satisfaction are all constant (fixed) at 6,008.

2. The coefficient of work discipline is positive at 0.056, meaning that work discipline affects work productivity. With an increase of one unit of work discipline variable, work productivity will also increase.
3. The internal environment coefficient of 0.048 is positive, meaning that the internal environment affects work productivity. With an increase of one unit of the internal environment, employee productivity will increase
4. The employee satisfaction coefficient of 0.691 is positive, meaning that employee satisfaction affects work productivity. By increasing one unit of employee satisfaction, work productivity will increase.

e. Simultaneous Test (F Test)

Ghozali (2018), evaluates whether simultaneously and collectively the independent variables have a meaningful impact on the dependent variable, so that conclusions can be drawn regarding the hypothesis.

T able 13. F Test Results

ANOVA ^a						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1107.072	3	369.024	32.087	.000 ^b
	Residual	414.028	36	11.501		
	Total	1521.100	39			
a. Dependent Variable: Work Productivity						
b. Predictors: (Constant), Employee satisfaction, Work discipline, Internal environment						

Source: SPSS 23

The data presented, it can be concluded that the value of F-count (32.087) exceeds the F-table with a value of (2.86), (sig) of (0.000) is less than (0.05). It is found that the hypothesis is accepted. In conclusion, work productivity has a significant impact together (simultaneously) influenced by work discipline, internal environment, and employee satisfaction.

f. Koefisien Determinasi (R²)

Tabel 14. Hasil Koefisien Determinasi

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.853 ^a	.728	.705	3.391
a. Predictors: (Constant), Employee satisfaction, work discipline, internal environment				

Source: SPSS 23

The coefficient of determination is $0.728 \times 100\% = 72.8\%$. Indicates that 72.8% of work productivity is influenced by work discipline, internal environment and employee satisfaction and as much as 27.2% is affected by other factors.

Based on the table above, the results obtained are:

a. Effect of Work Discipline (X1) on Work Productivity

Partially confirmed, work discipline has no effect on work productivity. This finding is based on the sig value ($0.659 > 0.05$) and $t_{\text{value}} (0.445) < t_{\text{table}} (2.028)$, resulting in rejection of hypothesis H1. This finding is in line with the results of research by Br Saragih (2019) conducted on CV employees. Candi Agung Plywood Temanggung, which also found that there is no relationship between work discipline and work productivity.

b. Effect of Internal Environment (X2) on Work Productivity

Confirming if partially, the internal environment has no influence on work productivity. This finding is based on the sig value ($0.743 > 0.05$) and the $t_{\text{value}} (0.331) < t_{\text{table}} (2.028)$, resulting in rejection of hypothesis H2. This finding is in line with research conducted by Parashakti & Noviyanti (2021) at PT Garuda Indonesia (Persero), which also found that the internal environment has no significant effect on work productivity.

c. Effect of Employee Satisfaction (X3) on Work Productivity

This study concluded that partially, employee satisfaction has no effect on work productivity. This finding is supported by the sig value ($0.000 < 0.05$) and the $t_{\text{value}} (5.553) > t_{\text{table}} (2.028)$, resulting in acceptance of the H3 hypothesis. This is in line with research conducted by Lestari (2021), which states that employee satisfaction has an influence on work productivity.

5. CONCLUSION

The conclusion of this study shows that work discipline and internal environment in CV. Langgeng Propertindo do not have a significant effect on productivity, while employee satisfaction has a significant impact and is the main factor in increasing productivity. These findings imply that in order to achieve optimal productivity, there needs to be a concerted effort in undergoing disciplined work, creating a conducive internal environment, and increasing interaction between employees in order to achieve maximum satisfaction. Therefore, suggestions are given that employees at CV. Langgeng Propertindo need to pay attention to these three aspects simultaneously to achieve a sustainable increase in work productivity. As a direction for future research, it is recommended to evaluate other independent variables that can affect work productivity.

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