

# The Influence of Work Responsibility, Work Discipline, and Work Environment on the Work Productivity of Employees in the Department of Youth and Sports, Culture and Tourism of Labuhanbatu Regency

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## Abstract

*This research was conducted at the Department of Youth and Sports, Culture and Tourism of Labuhanbatu Regency, with the aim of analyzing the effect of work responsibility, work discipline and work environment on employee productivity. This study uses quantitative methods, with the results stating that all independent variables have a positive and significant effect on the dependent variable, either simultaneously or partially. This can be proven by doing the t test and F test. The results of the t-test can be described as follows, the work responsibility variable tcount value (5.05) > ttable (1.66) which means Ha is accepted and Ho is rejected, with a significant value of 0.000 < 0.05 probability value. The results state that work responsibility has a positive and significant effect on employee productivity. The work discipline variable has a value of tcount (3.60) > ttable (1.66) which means Ha is accepted and Ho is rejected, with a significant value of 0.001 < 0.05 probability value. The results state that work discipline has a positive and significant effect on employee productivity. The work environment variable has a value of tcount (10.55) > ttable (1.66) which means Ha is accepted and Ho is rejected, with a significant value of 0.000 < 0.05 probability value. The results state that the work environment has a positive and significant effect on employee work productivity. The results of the F test have an Fcount of 71.61 > Ftable 2.74 with a significance value of 0.000 < 0.05. Based on these values, it can be concluded that work responsibilities, work discipline and work environment have a positive and significant influence on employee work productivity.*

## Keywords

work responsibilities; work discipline; work environment; employee productivity



## I. Introduction

The success of an organization depends on the productivity of the work produced. In order to produce good work productivity, adequate and appropriate human resources are needed. This is because human resources are the driving operators who control the work produced. Work productivity is an assessment made by organizational leaders on the level of effectiveness and efficiency of employees at work (Hanaysha, 2016: 62). Employee work productivity in an organization can be seen from the ability of employees to complete the work volume and workload received by employees, employee work productivity includes organizational income, working hours, work performance, and work time period (Krekel, 2019: 12). Work productivity is evaluated through the results of employee performance within a certain period of time in accordance with organizational rules. Work productivity has several supporting factors in its achievement, one of which is the work responsibility that is carried out by each employee. Work responsibility is the attitude and

behavior of an employee in carrying out his duties and obligations (Mustari, 2011: 21). Work responsibility is defined as an employee's obligation in carrying out the tasks assigned to him, with work responsibility meaning that employees have an obligation to do all work in accordance with the target time set by the organization (Hasibuan, 2017: 70). Through the work responsibilities assigned to each employee, It is hoped that work can be completed better and employees can increase their work productivity. Human Resources (HR) is the most important component in a company or organization to run the business it does. Organization must have a goal to be achieved by the organizational members (Niati et al., 2021). Development is a change towards improvement. Changes towards improvement require the mobilization of all human resources and reason to realize what is aspired (Shah et al, 2020). The development of human resources is a process of changing the human resources who belong to an organization, from one situation to another, which is better to prepare a future responsibility in achieving organizational goals (Werdhiastutie et al, 2020).

In addition to responsibilities, work discipline applied to employees also has an influence on the work productivity produced by employees. Work discipline is an orderly situation that contains the rules of an organization which are written or unwritten (Gofar, et al, 2021: 206). Work discipline is carried out regularly and discussed by the organization in order to conceptualize it as an expression of determining the freedom of individual employees or groups. Discipline often creates negative assumptions in the minds of employees, because discipline is often carried out through imposing sanctions or punishments commensurate with the violations committed, it can be in the form of warnings, scoring, or the most fatal can be unilateral termination of relations with employees who violate the rules. Without strict discipline, Of course, employees will work as they please without following existing regulations, this will certainly have a bad influence on employee productivity. At the Department of Youth and Sports, Culture and Tourism of Labuhanbatu Regency, there are several problems related to work discipline, such as leaders who pay less attention to their subordinates, this makes the sanctions imposed on employees who violate the rules less commensurate. Problems also occur in the level of employee attendance, this can be seen through employees who come to work in the morning just to fill in the absences, and then leave again to carry out their personal interests. If it continues to be ignored, these problems will of course have a negative impact on the work productivity produced by employees.

The place where employees carry out work activities or what is often referred to as the work environment is also one of the dimensions that can affect the work productivity produced by employees. Akinwale, et al (2020: 73) define the work environment as the physical and psychological aspects of the employee's workplace that encourage commitment, productivity and job satisfaction. A conducive work environment will make employees work more comfortably, so surely the work productivity produced will also increase, and vice versa a non-conductive work environment will cause a sense of discomfort that makes employees feel lazy to do their work which will then have an impact. negative on the productivity of the work it produces. Problems related to the work environment also occur at the Department of Youth and Sports, Culture and Tourism of Labuhanbatu Regency, this is evident from the workspace that lacks natural lighting from sunlight and the circulation of temperature exchange is minimal, this is because the workspace has air ventilation. very small and even non-existent. In addition, problems also occur because of conflicts between organizational leaders and their subordinates, this is because organizational leaders do not pay attention to the work done by their employees, and also organizational leaders who rarely attend work. These problems will certainly have an impact on the work productivity of employees.

Work responsibility is a condition where employees are obliged to bear all the workload given to them with full awareness (Gani, et al, 2021: 4). Work responsibility is defined as the ability of an employee to complete the work given to him as best as possible and in accordance with the set time, with the work responsibilities of an employee being required to dare to take risks for his work (Yusuf, 2018: 21). The work responsibilities carried out by an employee have several benchmarks which are described through the following indicators: 1) Employees have a high awareness of their work; 2) Employees are able to complete their workload on time; 3) Employees are able to do their jobs with full diligence; 4) Employees dare to take risks for the work they do; 5) Employees are able to complete their work with dedication (Nurdin, 2018: 21).

Work discipline is defined as a disciplinary action taken to motivate employees to follow the rules and regulations set by the organization, as well as sanctions given to employees who violate organizational rules (Rahmi, 2022: 406). Work discipline is a systematic instruction given to employees with the aim of training employees in a skill that must be done and also so that they are able to follow certain orders and rules that have been set by the organization where they work (Ebuara, et al. , 2012: 27). Work discipline applied in an organization has a measure of its success, work discipline can be measured through several indicators, including: 1) employee attendance level; 2) employee compliance with organizational regulations; 3) carry out tasks properly in accordance with work standards; 4) the application of sanctions in accordance with the mistakes made; 5) the responsibility of employees towards their work (Jumady, 2020: 4).

The work environment is part of the workplace which consists of members of the organization and also everything that is located around the place where employees carry out their work, a quality work environment can motivate employees to be more enthusiastic in doing their work which will then result in better work productivity (Panjaitan, 2007). 2017 : 2). The work environment is everything that is around employees that can influence employees in doing the work that is their responsibility (Adha, et al, 2019: 50). Saleh, et al (2018: 34). Stating that there are several indicators that can be used to measure the work environment, which can be described as follows: 1) Noise that occurs in the workplace; 2) Employees feel that the workplace has a high level of security; 3) Good relations between fellow employees; 4) Good relations between leaders and subordinates; 5) Sufficient lighting and air temperature in the workspace.

Employee work productivity is a joint effort made by leaders and subordinates that contribute to the success of the organization through improving employee performance (Almaamari, 2021: 1). Work productivity can also be defined as work efficiency produced by an employee and able to have an influence on the survival of an organization (Ma, et al, 2019: 130). Aspiyah, et al (2016: 340) state that work productivity is a measure used to determine the extent to which an employee is able to complete his work in accordance with the standards set by the organization where he works. Employee work productivity is measured through several indicators, such as: 1) The ability of employees at work; 2) Employees work with enthusiasm; 3) Employees are able to work with a high level of efficiency; 4) Increasing the quality of employee work than usual; 5) Self-development carried out by employees to improve their work abilities (Wahyuningsih, 2019: 8).

## II. Review of Literature

This research was conducted with the aim of analyzing the effect of work responsibilities, work discipline, and work environment on employee productivity. This research was conducted on employees of the Department of Youth and Sports, Culture and

Tourism of Labuhanbatu Regency, with a total of 70 employees who were then used as a whole as the research population. The sampling technique in this study used saturated sampling, which made the entire population as the research sample. The data in this study were obtained through various ways, such as interviews, observation, and distributing questionnaires that were given directly to the related employees. This study uses quantitative methods, with analytical techniques such as: 1) classic assumption test, consisting of normality test, multicollinearity test, heteroscedasticity test; 2) multiple linear regression test; 3) hypothesis testing, consisting of t test and F test; 4) test the coefficient of determination. In order to make it easier when analyzing data, researchers used an analytical tool in the form of IBM SPSS 25 Software.

### III. Result and Discussion

#### 3.1 Results

The first analysis was conducted, namely validity and reliability tests aimed at determining whether the questionnaire was appropriate to be distributed or not. A questionnaire item is declared valid if it has a total correlation value of  $> 0.5$  (Ghazali, 2018: 51). While the provisions for declaring the questionnaire item reliable, can be seen at the value of Croanbach alpha, if the value is  $> 0.6$  then the questionnaire item is declared reliable (Sugiyono, 2016: 130). Test the validity and reliability of the study was conducted on 30 employees of the Department of Transportation Labuhanbatu Regency.

**Table 1.** Validity Test Results

Variable	Total Correlation	Sig Criteria	Information
X1.Question 1	,759	0.5	Valid
X1.Question 2	,776	0.5	Valid
X1. Question 3	,792	0.5	Valid
X1. Question 4	,648	0.5	Valid
X1. Question 5	,776	0.5	Valid
X2. Question 1	,641	0.5	Valid
X2. Question 2	,758	0.5	Valid
X2. Question 3	,903	0.5	Valid
X2. Question 4	,779	0.5	Valid
X2. Question 5	,696	0.5	Valid
X3. Question 1	,843	0.5	Valid
X3. Question 2	,593	0.5	Valid
X3. Question 3	,780	0.5	Valid
X3. Question 4	,753	0.5	Valid
X3. Question 5	,593	0.5	Valid
Y. Question 1	,684	0.5	Valid
Y. Question 2	,765	0.5	Valid
Y. Question 3	,633	0.5	Valid
Y. Question 4	,587	0.5	Valid
Y. Question 5	,538	0.5	Valid

Information: \*Sig Criteria  $< 0.5$

Source: Research Results, 2022.

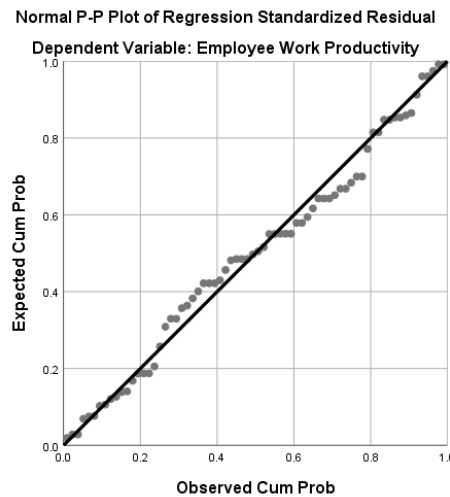
**Table 2.** Reliability Test Results

Variable	Croanbach Alpha (CA)	Information
Job Responsibilities	,806	Reliable
Work Discipline	,795	Reliable
Work environment	,796	Reliable
Employee Work Productivity	,752	Reliable

Information: \*Criteria CA > 0.6.

Source: Research Results, 2022.

Based on Table 1 and Table 2, it can be concluded that all items in the questionnaire are valid and reliable, thus the questionnaire is declared worthy to be distributed. The data obtained through the distribution of the questionnaires were then analyzed using the classical assumption test consisting of normality test, multicollinearity test and heteroscedasticity test. The normality test in this study uses a *graphp-plot*. The results of the normality test are loaded in Figure 1:



Source: Research Results, 2022.

**Figure 1.** Graphics P-Plot Normality test

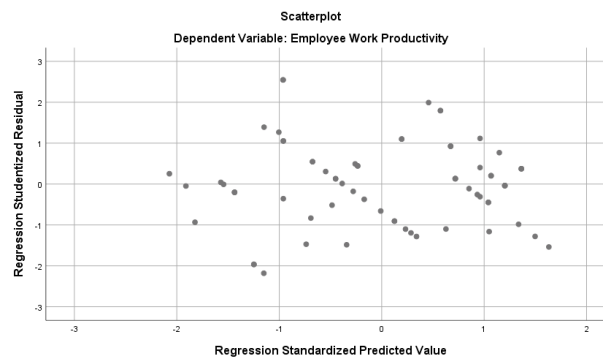
Chart *p-plot* Figure 1 shows the residual points of the regression model that spread along a diagonal line, thus it can be concluded that the data in this study are normally distributed. Furthermore, a multicollinearity test was carried out, the data in the study was declared to have no symptoms of multicollinearity if it had a . *valuetolerance* > 0.1 and VIF value < 10. The results of the multicollinearity test are shown in the following table:

**Table 3.** Multicollinearity Test Results

Coefficients <sup>a</sup>		Collinearity Statistics	
Model	Sig.	Tolerance	VIF
1	(Constant)	.000	
	Work Responsibilities	.000	.852 1.174
	Work Discipline	.001	.983 1.017
	Work Environment	.000	.863 1.159

a. Dependent Variable: Employee Work Productivity  
 Information: \* $p < 0.05$ .  
 Source: *Research Results, 2022.*

Table 3 contains the results of the multicollinearity test, where the value of *tolerance* of the work responsibility variable that is  $0.852 > 0.1$  and the VIF value is  $1.174 < 10$ . The value of *tolerance* from the work discipline variable  $0.983 > 0.1$  and the VIF value is  $1.017 < 10$ . The value of *tolerance*  $0.863 > 0.1$  and the VIF value is  $1.159 < 10$ . Based on these values, it can be stated that the data in this study did not experience symptoms of multicollinearity. Then the heteroscedasticity test was carried out using the graph *scatterplot*, with the following results:



Source: *Research Results, 2022.*

**Figure 2.** Scatterplot Graph

Graphic results *scatterplot* Figure 2 shows the points that are overall spread above and below the number 0 on the Y axis, and do not have a clear pattern, thus it can be concluded that the data in this study did not experience symptoms of heteroscedasticity. The next analysis is multiple linear regression test, with the results in table 4:

**Table 4.** Multiple Linear Regression Test Results

		Coefficients <sup>a</sup>				
Model		B	Std Error	Beta	T	Sig.
1	(Constant)	12,237	2,988		4096	.000
	Work Responsibilities	.414	.082	.327	5.052	.000
	Work Discipline	.345	.096	.217	3.609	.001
	Work Environment	.737	.070	.678	10,555	.000

a. Dependent Variable: Employee Work Productivity  
 Information: \* $p < 0.05$   
 Source: *Research Results, 2022.*

The results of the multiple linear regression test in table 4 can be described as follows, the B value for the work responsibility variable (B1) is 0.414. The value of the work discipline variable (B2) is 0.345. The value of the work environment variable (B3) is 0.737. The constant value (a) is 12.237. These values can then be formed into one equation as follows:  $Y = 12,237 + 0.414X_1 + 0.345X_2 + 0.737X_3$ . The equation states that work

responsibilities, work discipline and work environment have a positive sign and are able to have a positive influence on employee work productivity.

The next analysis is hypothesis testing which consists of t test and F test. The t test is carried out with the aim of analyzing the effect of all independent variables, namely work responsibilities (X1), work discipline (X2) and work environment (X3) partially on the dependent variable, namely employee work productivity (Y). The basis for making decisions on the t-test is based on the following provisions: If  $t_{count} > t_{table}$ , then  $H_a$  is accepted and  $H_o$  is rejected, meaning that work responsibilities, work discipline and work environment have a positive and significant impact on employee productivity. If  $t_{count} < t_{table}$ , then  $H_a$  is rejected and  $H_o$  is accepted, meaning that work responsibility, work discipline and work environment have no positive and significant effect on employee productivity. The  $t_{count}$  value can be seen in the results of the t-test, while the  $t_{table}$  value is obtained through the equation:  $df = nk - 1 = 70 - 3 - 1 = 66$ ;  $t_{table} = 1.66$ . The results of the t test analysis are loaded in the following table:

**Table 5.** t test results

Coefficients <sup>a</sup>						
Model		B	Std. Error	Beta	T	Sig
1	(Constant)	12,237	2,988		4096	.000
	Work Responsibilities	.414	.082	.327	5.052	.000
	Work Discipline	.345	.096	.217	3.609	.001
	Work Environment	.737	.070	.678	10,555	.000

a. Dependent Variable: Employee Work Productivity

Information: \* $p < 0.05$

Source: Research Results, 2022

The results of the t-test can be described as follows, the work responsibility variable value  $t_{count}$  (5.05)  $>$   $t_{table}$  (1.66) which means  $H_a$  is accepted and  $H_o$  is rejected, with a significant value of  $0.000 <$  probability value of 0.05. work has a positive and significant impact on employee productivity. The work discipline variable has a value of  $t_{count}$  (3.60)  $>$   $t_{table}$  (1.66) which means  $H_a$  is accepted and  $H_o$  is rejected, with a significant value of  $0.001 <$  probability value of 0.05. The results state that work discipline has a positive and significant effect on work productivity. employee. The work environment variable has a value of  $t_{count}$  (10.55)  $>$   $t_{table}$  (1.66) which means  $H_a$  is accepted and  $H_o$  is rejected, with a significant value of  $0.000 <$  probability value 0,

The F test was conducted to analyze the effect of the independent variable work responsibility (X1), work discipline (X2) and the work environment (X3) simultaneously having a positive and significant relationship or not on the dependent variable, namely employee work productivity (Y). The basis for making decisions on the F Test is based on: If  $F_{count} > F_{table}$ , then  $H_a$  is accepted and  $H_o$  is rejected,

This means that work responsibilities, work discipline and work environment have a positive and significant influence on employee work productivity. If  $F_{count} < F_{table}$ , then  $H_a$  is rejected and  $H_o$  is accepted, meaning that work responsibilities, work discipline and work environment have no positive and significant effect on employee productivity. The value of  $F_{table}$  can be calculated using the following equation:  $df = k$ ;  $n - k = 3$ ;  $70 - 3 = 67$ ;  $F_{table} = 2.74$ . The results of the F test are loaded in the following table:

**Table 6.F. Test Results**

ANOVA <sup>a</sup>					
Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	454.357	3	151.452	71,611	.000b
Residual	139,586	66	2.115		
Total	593,943	69			

a. Dependent Variable: Employee Work Productivity

b. Predictors: (Constant), Work Environment, Work Discipline, Work Responsibilities

Information: \* $p < 0.05$

Source: *Research Results, 2022.*

The results of the F test in table 6 have an Fcount value of 71.61 > Ftable 2.74 with a significance value of 0.000 < 0.05. Based on these values, it can be concluded that work responsibilities, work discipline and work environment have a positive and significant influence on employee work productivity.

Analysis of the coefficient of determination was carried out with the aim of analyzing the contribution of the influence of the independent variables, namely work responsibilities, work discipline and work environment to the dependent variable, namely employee work productivity. The basis for making the decision on the coefficient of determination is that if the value of the coefficient of determination is getting closer to the value 1, it indicates the stronger the relationship between the independent variables and the dependent variable, and vice versa. The results of the coefficient of determination test can be contained in Table 7:

**Table 7. Coefficient of Determination Test Results**

Model Summary <sup>b</sup>				
	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.875a	.765	.754	1.45428

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

b. Dependent Variable: Employee Work Productivity

Information: \* $p < 0.05$

Source: *Research Results, 2022.*

Table 7 shows the results of the Adjusted R Square value of 0.754, meaning that employee work productivity can be explained by the variables of work responsibility, work discipline and work environment by 75.4%, while the remaining 24.6% can be explained by other variables that are not examined. in this research.

### 3.2 Discussion

t test results variable work responsibility value tcount (5.05) > ttable (1.66) which means  $H_a$  is accepted and  $H_o$  is rejected, with a significant value of 0.000 < 0.05 probability value. The result states that work responsibilities have a positive and significant effect on employee work productivity. Department of Youth and Sports, Culture and



Tourism of Labuhanbatu Regency. This is in line with the research conducted by Shadrina (2020) with the title "Analysis of the Effect of Commitment, Responsibility and Work Discipline on Employee Productivity at PT. Bank Danamon Indonesia, Tbk". The results showed that commitment, responsibility and work discipline had a positive and significant effect on the work productivity of PT. Bank Danamon Indonesia Setiabudi Medan branch, both partially and simultaneously.

The work discipline variable has a value of  $t_{count} (3.60) > t_{table} (1.66)$  which means  $H_a$  is accepted and  $H_o$  is rejected, with a significant value of  $0.001 < \text{probability value of } 0.05$ . The results state that work discipline has a positive and significant effect on employee work productivity. Department of Youth and Sports, Culture and Tourism of Labuhanbatu Regency. This is in line with research conducted by Santoni, et al (2018) with the title "The Effect of Compensation, Motivation, Work Discipline on Work Productivity of Sales Division Employees at Honda Denpasar Agung". The results showed that work discipline has a positive and significant effect on employee work productivity.

The work environment variable has a value of  $t_{count} (10.55) > t_{table} (1.66)$  which means  $H_a$  is accepted and  $H_o$  is rejected, with a significant value of  $0.000 < \text{probability value of } 0.05$ . The results state that the work environment has a positive and significant influence on work productivity. employee Department of Youth and Sports, Culture and Tourism of Labuhanbatu Regency. This is in line with the research conducted by Purnami, et al (2019) with the title "The Effect of Empowerment, Motivation and Work Environment on Employee Work Productivity". The results of the study indicate that the work environment has a positive and significant effect on employee productivity. This shows that the better the work environment in the company, the higher the work productivity of employees in the company.

The results of the F test have an  $F_{count}$  of  $71.61 > F_{table} 2.74$  with a significance value of  $0.000 < 0.05$ . Based on these values, it can be concluded that work responsibilities, work discipline and work environment have a positive and significant impact on employee productivity Department of Youth and Sports, Culture and Tourism of Labuhanbatu Regency.

#### **IV. Conclusion**

1. Work responsibility has a positive and significant effect on the work productivity of the employees of the Department of Youth and Sports, Culture and Tourism of Labuhanbatu Regency
2. Work discipline has a positive and significant effect on the work productivity of the employees of the Department of Youth and Sports, Culture and Tourism of Labuhanbatu Regency
3. The work environment has a positive and significant effect on the work productivity of the employees of the Department of Youth and Sports, Culture and Tourism of Labuhanbatu Regency
4. Work responsibilities, work discipline, and work environment have a positive and significant effect on the work productivity of the employees of the Department of Youth and Sports, Culture and Tourism of Labuhanbatu Regency

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