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Influence of Work Environment and Work Discipline towards Productivity at PT. Samudera Luas Paramacitra Cirebon

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Abstract. Employees are valuable assets that cannot be replaced by anything. Achieving the goals depends on how employees can develop their abilities, knowledge, skills, and attitudes. Apart from human resources, work productivity is one of the benchmarks for achieving company goals. This study aims to obtain empirical evidence of the effect of the work environment and work discipline on productivity. The population in this study were all employees of PT. Samudera Luas Paramacitra Cirebon. The data used in this research is primary data. This type of research uses basic research. The sampling method used is the Slovin method, resulting in 66 samples. Data analysis and hypothesis testing in this study used multiple regression analysis with the help of the SPSS 26 program. The results showed that work environment and discipline variables partially and simultaneously affected productivity.

Keywords: Productivity, Work Discipline, Work Environment

INTRODUCTION

The business world in the era of globalization requires companies to offer new innovations, both in goods and services, to remain competitive with their competitors. Today's competitors are not only domestic but also international. This is a challenge for business people. Facing these challenges, companies must be prepared to avoid unprofitable risks. One of the company's preparatory steps is to create superior human resources. Human resources referred to here are employees.

Company employees are precious assets that cannot be replaced by anything. As a result, achieving company goals depends mainly on how employees can develop their abilities in terms of developing knowledge, skills, and attitudes. In addition to human resources, labor productivity is one measure to achieve business goals.

Labor productivity is a comparison between the quality and quantity of labor in a specific time to achieve a result or work performance efficiently and effectively based on the resources

used. This is illustrated by the amount of time and material in the implementation of work to achieve the quality and quantity of the work itself. The goal is to improve or produce as many products or services as possible using resources efficiently and effectively (Firmansyah & Mistar, 2020).

Labor productivity has two sides; the first is efficiency, which leads to achieving goals to work optimally in terms of time, quality, and quantity. The second aspect is efficiency, which compares inputs with work completion (Leihitu et al., 2022). To create effective and efficient things, companies can create an orderly work environment for employees and pay attention to employee discipline. The goodness of both creates efficiency and effectiveness (Mor et al., 2019).

The work environment is everything around workers that can affect work, including lighting, noise control, cleanliness, and workplace safety settings Sukanto & Indryo (2018: 151). With a better work environment, employees are expected to be more focused on their work without being disturbed by the surrounding circumstances. When something goes wrong, it can be overcome immediately. The work environment has a positive impact on company performance. A good working environment will affect the production level in a better direction.
Work discipline is a force that develops in the body of employees and causes employees to adjust voluntarily to decisions, regulations, and high values of work and behavior (Zainal, 2017). Thus, discipline is a person's awareness and willingness to obey all company regulations and applicable social norms (Noviarita, 2017). Therefore, it will affect the level of productivity for the better.

This research uses objects at PT Samudera Luas Paramacitra (SLP). The Company is one of the leading companies engaged in rubber production. Production lines are constantly being developed by the Research and Development (R&D) team to develop production efficiency and product quality and create new techniques. Its products include *rice hulling* (RH) *rolls or rubber rollers,* marine rubber fenders *(including accessories),* rubber articles, procured *(PC) rubber,* oil and gas rubber parts, and expansion joints rubber. In addition to RH rolls and PC rubber, it can be made to order.

The rubber factory that stands on an area of? 39,000 m² has quality management certificate standards ISO 9001 SNI (Indonesian National Standard) and TKDN (Domestic Content Level) supported by modern production machines. Technically, the company has laboratories for testing the vulcanicate of rubber and finished goods, including tensile and elongation at break, abrasion resistance, aging, and compression and shear tests, so that product quality is guaranteed and guaranteed.

To carry out its operational activities, the company implements a budget target system. The system is where the company applies targets in units and nominal terms. The target is applied to every product in the company. So, there are different teams when doing a business project. This is expected to be a benchmark in assessing every employee's performance and the feasibility of a company's business product. The following are the company's production results in 2022:

Table 1.1 Production Rate in 2022

No	Moon	Product	Target (Ton)	Realization	Percentage
1	Jan	Fender	87.5	62.5	71%
2	Feb	Fender	87.5	67.5	77%
3	Mar	Fender	87.5	60	69%
4	Apr	Fender	87.5	57.5	66%
5	May	Fender	87.5	65	74%
6	Jun	Fender	87.5	65	74%
7	Jul	Fender	87.5	60	69%
8	Aug	Fender	87.5	62.5	71%
9	Sep	Fender	87.5	55	63%
10	Oct	Fender	87.5	70	80%
11	Nov	Fender	87.5	60	69%
12	Dec	Fender	87.5	65	74%

Source: PT. SLP

Based on the previous table, there is a problem regarding the performance results of production employees in meeting the achievement of targets carried out by the company. In 2022, the production level fluctuated, and it is not easy to achieve perfect targets, so it is necessary to know what caused this. By conducting research, researchers will better know what can affect work productivity, which will help companies get maximum results. Focus variables that are considered to affect productivity are variables of Work environment and work discipline.

The physical work environment in the company is perfect because, according to observations, the company has a large building with a spacious workspace. Not only that but the ventilation and layout are also excellent. The company also provides public facilities, such as

prayer rooms and toilets. However, the company still needs the means to facilitate work; for example, it needs employee transportation, and even though it has a reasonably large company area, employees find it difficult to reach other places or parts of the company. Not only that, but the condition of the building is large enough to be the reason the company does not use cooling facilities (AC), making the room temperature quite hot and humid.

For the company's non-physical environment, researchers found problems with supervision carried out by the company. On the supervision side, what is carried out by the company is done by supervisors. Periodically, supervisors supervise by looking at the situation in the field and asking about the obstacles that occur to each employee. To assess performance, supervisors also make adjustments to predetermined indicators. This is prevention co, commonly referred to as risk management. The supervision carried out by the company is not only that, but the company also assigns internal audits for a thorough means of inspection. The following data on the number of employees classified as supervisors follows:

Table 1. 2 Supervisory Employees

No	Part	Sum
1	Supervisor	8
2	Audit Internal	2

Source: PT SLP

Based on the previous table, the company has a supervisory team formed specifically to oversee the company's production. Supervisors have a high sense of trust in employees in the process of supervision. However, the supervision carried out by internal auditors still needs to be bigger, as evidenced by the results of interviews. There is one audit in one year. Also, employees who conduct audits are few so that audit performance will be less effective and efficient.

Various studies of the environment's effect on productivity, namely Desmond (2018) and Panjaitan (2017), find an influence between work environment variables on productivity. Meanwhile, Suprapto (2023) did not find any influence between the variables of the Influence of the Work Environment on the Productivity variable.

Many indicators of discipline include the use of uniforms, attendance rates, and working by applicable SOPs. When making observations, researchers saw that the use of uniforms had been done correctly. Although there are no sanctions when making mistakes in wearing uniforms, employees obey the rules because every employee maintains ethics, so when they

make mistakes, even if there are no sanctions, the employee feels ashamed. This proves that unwritten rules or work ethics work well in the company.

The attendance technique carried out by the company is very effective. The company applies attendance when employees enter the company using an ID card. This reduces the level of negligence in terms of forgetting to absenteeism. So that management will find it easier to assess the performance of each employee. Not only that, one other way to see the level of work discipline can be seen from attendance as follows:

Table 1. 3 Attendance List

NO	Details	Many
1	Sick	619
2	Leave	750
3	Permission	624
4	Without explanation	137

Source: PT SLP

Based on the previous table, the attendance rate of each employee is divided into four categories: Sick, Leave, Permit, and Without Information. The attendance rate here needs to be better because many employees do not come to work without clear Information. However, other than that, when the employee does not come to work when the employee is sick, it comes with a sick letter given by the doctor when permission has an apparent reason. Based on interviews about absenteeism without Information, the company explained that this happened because the employee was late in providing Information, so even though the employee had an apparent reason, the employee had already been without explanation.

Various studies examine the influence of work discipline on Productivity, namely (Elenika & Putra, 2020), (Firmansyah & Mistar, 2020), (Kadek et al., 2019), (Ariani et al. 2020), (Siswadi, 2017) and (Samahati, 2020) which find an influence between Work Discipline variables and Productivity. In contrast, these researchers (Hamiddin & Taaha, 2021) and (Ahmad & Dudija, 2020) did not find any influence between Work Discipline variables and Productivity. Therefore, the paradigm can be arranged as follows:

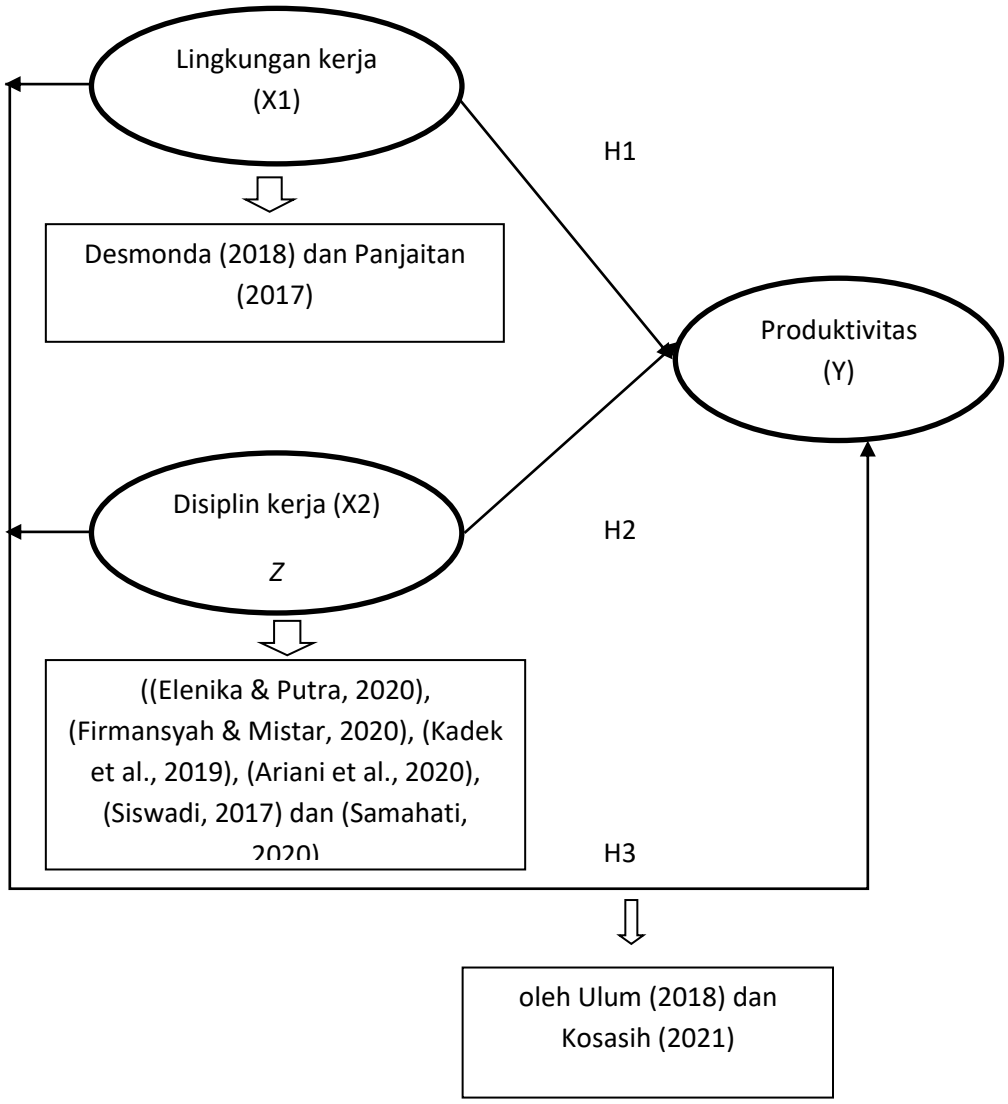

Figure 1. Research Paradigm

METHOD

The type of research used in this study is associative research with quantitative research methods because it wants to know the influence between independent variables (which influence) and dependent variables (which are influenced).

This study uses data processing tools in the form of SPSS software version 25 to examine the relationship between the work environment (X1), Work Discipline (X2), and the dependent variable (influenced), namely Work Productivity (Y). This is done to make it easier for researchers to process data so that it is easy to understand in its application. The following is the operationalization of variables in this study:

Table 1.6 Operational Variables

Variable	Dimension	Indicator
Work environment (X1) The work environment is the entire tool and material that exists in the company or the surrounding environment where someone works, that is, everything that can affect employees both physical and non-physical. Source: Sedarmayanti (2017:26)	Physical	Workplace description lights Decoration Circulation Color layout
	Intermediaries	Thermperatur/air temperature at work Humidity at work Noise Vibration Bad smell Music Security
Work Discipline (X2) Work discipline is an order or regulation made by the management of an organization, Source: (Afandi, 2018:11)	Observance of time,	Get to work on time; Effective use of time; Never absent/not working.
	Responsibility,	Comply with all company regulations; Target work; Create daily work reports
Productivity (Y) Productivity is the comparison between outputs (results) with inputs (inputs) Source: Sutrisno (2019:99)	Ability	Ability to carry out tasks. Ability to complete tasks
	Improve the results achieved	Work on target Works better than yesterday
	Morale	Challenges in work Expectations in work
	Self-development	Increased capability Want to learn
	Head	Effective Efficient

The population used in this study was the entire staff of PT. Samudera Luas Paramacitra Cirebon which amounted to 192 people. With the slovin sampling method, resulting in a sample of 66.

DISCUSSION

Frequency distribution of the results of the Work Environment variable questionnaire answers given to 66 with 11 items. Based on the study's results, the variable Work environment (X1) has a balanced average score of 3.97. The lowest average score of 3.68 is in statement item X12: "I feel comfortable with the temperature of the room where I work." The highest average value of 4.59 is found in statement item X13: "I feel comfortable with the level of humidity in the room I occupy." This means that the Work Environment variable (X1) is said to be good because it is in the interval 3.40-4.19 of the assessment criteria.

Frequency distribution of the results of the work environment variable questionnaire answers given to 66 respondents with 66 statements. Based on the study's results, the variable

Work discipline (X2) has a weighted average score of 3.95. The lowest average score of 3.83 is in statement item X21: "I always come to work on time." The highest average score of 4.12 is found in the X26 statement item: "I always prioritize work so that I do work effectively and efficiently." This means the variable Discipline (X2) is good because it is at intervals 3.40-4.19 of the assessment criteria.

Productivity Frequency Distribution (Y)

Frequency distribution of the results of the Productivity variable questionnaire answers given to 66 respondents with statements of 10 items. Based on the study results, the variable Productivity (Y) has a weighted average score of 4.19. The lowest average score of 4.00 is found in the Y10 statement item: "I do the work in the fastest possible way." The highest average score of 4.39 is found in the Y1 statement item: "I can carry out every job assigned by the company." This means that the Productivity variable (Y) is said to be good because it is in the interval 3.40-4.19 of the assessment criteria.

A questionnaire can be valid if the results of the distribution of the questionnaire or the data obtained by each questionnaire statement can reveal something that the questionnaire will measure. The *more valid the research instrument*, the more valid the data obtained. The results of the calculation of the validity test of the Work Environment instrument using *SPSS Version 26.0 for Windows* obtained the following data:

Table 1.7 Work Environment Variable Instrument Validity Test (X1)

Item-Total Statistics				
	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
x11	39.8030	27.699	.505	.881
x12	40.0303	29.107	.333	.890
x13	39.4697	27.361	.643	.873
x14	39.6667	26.195	.683	.870
x15	39.7424	25.979	.750	.866
x16	39.7273	26.694	.655	.872
x17	39.9697	25.353	.617	.875
x18	39.6364	25.743	.705	.868
x19	39.6970	26.861	.551	.879
x110	39.4697	26.868	.616	.874
x111	39.9091	26.607	.589	.876

Source: Output *SPSS 26.0*

Based on the table above, it can be seen that the calculated value of > rtable for each statement of 1-8 variables (X1) is feasible and can be used for the next data analysis process. The results of the calculation of the validity test of the Work Discipline instrument using *SPSS Version 26.0 for windows* obtained the following data:

Table 1.8 Test of Validity of Work Discipline Instruments (X2)

Item-Total Statistics				
	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
x21	19.8939	6.619	.659	.830
x22	19.6061	8.242	.533	.847
x23	19.7727	8.148	.602	.837
x24	19.8182	7.290	.674	.822
x25	19.8333	7.310	.657	.825
x26	19.7121	7.070	.750	.807

Source: Output *SPSS 26.0*

Based on the table above, it can be seen that the calculated value > rtable for statements of 1-10 variables (X2) is feasible and can be used for the next data analysis process. The results of the calculation of the validity test of *the Productivity* instrument using *SPSS Version 26.0 for windows* obtained the following data:

Table 1.9 Productivity Variable Instrument Validity Test (Y)

Item-Total Statistics				
	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
y1	37.5909	16.307	.361	.894
y2	37.7879	14.139	.563	.886
y3	37.6515	14.292	.791	.867
y4	37.7576	13.633	.816	.863
y5	37.7879	14.908	.727	.873
y6	37.9091	14.730	.642	.877
y7	37.8030	14.591	.622	.879
y8	37.8030	14.284	.768	.868
y9	37.7879	15.862	.615	.882
y10	37.9848	14.723	.493	.890

Source: Output *SPSS 26.0*

Based on the table above, it can be seen that the calculated value > rtable for statements of 1-6 variables (Y) is feasible and can be used for the next data analysis process. A reliable instrument is one that when used multiple times to measure the same object will produce the

same data. The instrument is said to be reliable if it has *Cronbach's Alpha* > 0.70. The results of the calculation of variable reliability tests Work environment using SPSS Version 26.0 for windows obtained the following data:

Table 1.10 Work Environment Variable Instrument Reliability Test Results (X1)

Reliability Statistics	
Cronbach's Alpha	N of Items
.885	11

Source: Output *SPSS 26.0*

Based on the table above, it is stated that the Work Environment variable (X1) has a value of Cronbach's Alpha *> 0.70 or 0.885 > 0.70 which is a reliable standard, it can be interpreted that the Work Environment variable (*X1) is reliable. The results of the calculation of the variable reliability test of work discipline using *SPSS Version 26.0 for windows* obtained the following data:

Table 1.11 Instrument Reliability Test Results Work discipline variables (X2)

Reliability Statistics	
Cronbach's Alpha	N of Items
.853	6

Source: Output *SPSS 26.0*

Based on the table above, it is stated that the variable Work discipline (X2) has a value of Cronbach's Alpha *> 0.70 or 0.853 > 0.70 which is a reliable standard, it can be interpreted that the variable Work discipline (X2)* is reliable. The calculation results of the Productivity variable reliability test using sSPSS Version 26.0 for windows obtained the following data:

Table 1.12 Productivity Variable Instrument Reliability Test Results (Y)

Reliability Statistics	
Cronbach's Alpha	N of Items
.889	10

Source: Output *SPSS 26.0*

Based on the table above, it is stated that the Productivity variable (Y) has a value of Cronbach's Alpha *> 0.70 or 0.889 > 0.70, which is a reliable standard; it can be interpreted that the Productivity variable (*Y) is reliable. Classical assumption testing helps test the feasibility of using regression models, and the feasibility of independent variables, and classical assumption testing aims to produce good parameter values so that research results can be more reliable. The classical assumption test consists of normality and multicollinearity tests.

The normality test is carried out to test whether the dependent variable or both have a normal distribution in the regression model. A good regression model is a standard or near-normal data distribution. The results of the normality test with statistical test methods by looking at the results of non-parametric *Kolmogorov-Smirnov* (K-S) output can be seen in the figure below:

Table 1.13 Normalitas *kolmogorov-Smirnov test*

One-Sample Kolmogorov-Smirnov Test		
		Unstandardized Residual
N		66
Normal Parameters[a,b]	Mean	.0000000
	Std. Deviation	2.50564693
Most Extreme Differences	Absolute	.105
	Positive	.105
	Negative	-.075
Test Statistic		.105
Asymp. Sig. (2-tailed)		.070[c]
a. Test distribution is Normal.		

Source: Output *SPSS 26.0*

Based on the *Kolmogorov-Smirnov Test* table above, it can be seen in *Asymp.Sig (2-tailed)* of 0.070 > 0.05 which means the data is normally distributed. The results of the multicollinarity test can be seen in the *Coefficient* table below:

Table 1.14 Multicollinearity Test Results

Coefficients[a]			
Model		Collinearity Statistics	
		Tolerance	VIF
1	(Constant)		
	x1	.705	1.418
	x2	.705	1.418
a. Dependent Variable: y			

Source: Output *SPSS 26.0*

Based on the table above, it can be seen that the VIF value in the *Collinearity Statistics* column is 1.418 < 10 and the *Tolerance value* of 0.705 > 0.10 can be interpreted that the model formed does not have symptoms of multicollinearity between independent variables and regression models. Regression analysis is used to determine the dependence of one or more independent variables on one dependent variable to guess or predict the mean value of the population based on the values of the independent variables. The author uses multiple regression analysis to determine the magnitude of the influence of several independent variables (X1 and X2) on the dependent variable (Y). The following calculation results of *SPSS Version 26.0* can be seen in the *Coefficient* table below:

Table 1.15 Multiple Regression Analysis Results

Coefficientsa

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	12.954	2.730		4.745	.000
	x1	.272	.066	.363	4.089	.000
	x2	.723	.116	.550	6.207	.000
a. Dependent Variable: y						

Source: Output *SPSS 26.0*

The results of *the Coefficient* table above, can be arranged multiple linear equations as follows:

$$\mathbf{Y = 12.954 + 0{,}272\ X_1 + 0{,}723\ X_2 + e}$$

Based on the linear equation above shows the direction of each independent variable against the dependent variable which can be described as follows:

a) A constant value of 12,954 indicates that if there is no Work Environment and Work Discipline, then the amount of productivity is 12,954
b) The regression coefficient in the Work Environment variable of 0.272 means that if the Work Environment increases by 1 unit, there will be an increase in productivity of 0.272
c) The regression coefficient in the work discipline variable of 0.723 means that if the discipline increases by 1 unit, there will be an increase in productivity of 0.723.

Based on the results of the first hypothesis of the Work Environment variable on productivity with the help of the SPSS 26.0 for Windows program, obtained a calculated value of 4,089 table 1.997 and a significance value of 0.00 < 0.05, then Ho was rejected, and Ha was accepted. This means that the Work Environment affects productivity. This is because employees will feel at home and comfortable when the workplace can positively affect employees. When this taste is obtained, it will affect better employee productivity. Based on previous exposure, the work environment will affect the level of productivity in a better direction. This is due to the research of Desmond (2018) and Panjaitan (2017), which found an influence between work environment variables and productivity.

Based on the results of the first hypothesis of the Work Environment variable on productivity with the help of the SPSS 26.0 for Windows program, obtained a calculated value of 6,207 table 1.997 and a significance value of 0.00 < 0.00, then Ho was rejected, and Ha was accepted. This means that work discipline affects productivity. This is because the results of the discipline will significantly impact the company. Employees will be more directed in doing their work. Therefore, with a comfortable situation directed at work, employees will be enthusiastic about doing their work. The impact of this spirit will directly affect productivity for each employee, which will increase productivity levels. Based on the previous explanation, work discipline will affect productivity. This is by research by (Elenika &; Putra, 2020), (Firmansyah &; Mistar, 2020), (Kadek et al., 2019), (Ariani et al., 2020), (Siswadi, 2017) and (Samahati, 2020) which found an influence between Work Discipline and Productivity.

Based on the hypothetical results of both variables, Work Environment and Work Discipline on Productivity with the help of the SPSS 26.0 for Windows program, obtained a Fcalculate value of 58,733 > Ftable 3.14 and a significance value of 0.000 < 0.05. He was rejected, and Ha was accepted. This means that the Work Environment and Work Discipline significantly affect productivity. This is because a comfortable work environment will make people feel at home working and focused, and coupled with employees always obeying work regulations, norms, and values, employee performance will increase. This is by research conducted by Ulum (2018) and Kosasih (2021), which found that the influence between work environment variables and work discipline variables can affect productivity levels.

The coefficient of determination measures how much influence all independent variables have on explaining the dependent variable. The results of the coefficient of determination can be seen in the *Model Summary* table below:

Table 1.16 Results of the Coefficient of Determination

Model Summaryb				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.807[a]	.651	.640	2.54511
a. Predictors: (Constant), x2, x1				
b. Dependent Variable: y				

Source: Output *SPSS 26.0*

Based on the results of the table above, the value of the coefficient of determination or can be seen in *the Adjusted R Square* is 0.640, meaning that the number shows that the magnitude of the influence of the variables Work Environment (X1) and Work Discipline (X2) together on Productivity (Y) is 64.0% while the remaining 100% - 64.0% = 36.0% is influenced by other factors or variables.

CONCLUSION

Based on the results of data analysis regarding the influence of Work Environment (x1) and Work Discipline (X2) on Productivity (Y), researchers can conclude that:

- Work Environment variables have a positive and significant effect on Productivity, meaning that the better the Work Environment, the better the Productivity; the t-test results can prove this: count is more significant than the table, and the GIS value is smaller than 0.05.
- The variable Work discipline has a positive and significant effect on Productivity, meaning that the better the work discipline, the better the Productivity; the t-test results can prove this: count is more minor than table, and the sig value is more significant than 0.05.
- The variables of Work Environment and Work Discipline together have a positive and significant effect on Productivity, meaning that the better the Work Environment and Work Discipline are applied together, the better the Productivity; the results of the F test can prove this, Fcalculate greater than Ftable, and the sig value is smaller than 0.05.

Based on the results of the study, discussion and conclusions that have been described, the researcher provides research implications that are expected to be useful including the following:

- The study results and the SPSS 26.0 output regarding the Work Environment variables show that the Work Environment is in good condition. The highest value needs to be maintained regarding statement item X13: "I feel comfortable with the level of humidity

in the room I occupy." The one with the lowest value is found in the X12 statement item: "I feel comfortable with the temperature of the room where I work." This implies that the lowest value of the Work Environment variable needs improvement in that the company pays more attention to the temperature of each room by providing some cooling so that employees will feel more comfortable with the workplace.

- The results of the study and the results of SPSS 26.0 output regarding the variables of work discipline show that work discipline is in excellent condition. The highest value needs to be maintained in the X26 statement item: "I always prioritize work so that I do the work effectively and efficiently." The one with the lowest score needs to be improved with the lowest average value in the X21 statement item with the statement "I always come to work on time ."This implies that the lowest value of the work discipline variable needs to be improved by providing direction to leaders to pay more attention to employees to make employees more enthusiastic about working, which will impact better employee absenteeism.
- The study results and the SPSS 26.0 output regarding the Productivity variable show that Productivity is in excellent condition. The highest value needs to be maintained, which is contained in the Y1 statement item with the statement, "I can carry out every job assigned by the company." The one with the lowest value that needs to be improved is in the Y10 statement item with the statement "I do the work as quickly as possible." This implies that the lowest value of the Productivity variable needs improvement by providing direction to leaders to pay more attention to all processes that occur in the company in order to create an effective and efficient situation.

Based on the results of the study and the conclusions above, of course, researchers cannot be separated from limitations that require improvement in further research. The limitations of this study include:

- The independent variables used in this study consist of two variables, namely Work Environment and Work Discipline, while there are many other factors that affect Productivity such as motivation, Work-life balance, organizational culture, etc.
- The data collection of this study used questionnaires and the data collected only described employee perceptions or opinions on productivity in the company, and researchers could not control respondents' answers from each questionnaire received.

Based on the research and the limitations that exist in this study, the researcher provides the following suggestions:

- Further research is expected to look at other factors that affect productivity in addition to the variables of Work Environment and Work Discipline so that future research has innovative results and can expand the scope of Productivity research in the study.
- Companies are expected to pay attention to a comfortable work environment and establish good communication so that employees can improve work results because these factors can considerably influence productivity.
- Companies pay more attention to the temperature of each room by providing some cooling so that employees will feel more comfortable in the workplace.
- Provide direction to leaders to pay more attention to employees, thus making employees more enthusiastic about working, which will impact better employee absenteeism.
- Provide direction to leaders to pay more attention to all processes that occur in the company in order to create an effective and efficient situation.

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