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The Effect of Discipline and Physical Work Environment on Employee Productivity At PT. Liebra Permana Gunung Putri Bogor

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ABSTRACT

This study aims to determine the effect of Discipline and Physical Work Environment on Employee Productivity at PT. Liebra Permana Gunung Putri Bogor. The sample in this study is the total number of employees of PT. Liebra Permana Gunung Putri Bogor has as many as 70 employees. The method used in this research is to use a quantitative research approach. The data analysis method in this study uses the IBM SPSS Version 26 application. Based on the results of the validity test of the Work Discipline (X1) variable and the Physical Work Environment variable (X2), the overall value of r count > r table is 0.2352; it can be concluded that all items in the indicator both variables are valid. The results of the multiple linear equation Y= 4.731 + 0.593 X1 + 0, 344 X2 This means that the Work Discipline variable (X1) and the Physical Work Environment variable (X2) in the direction of Work Productivity (Y) have a positive effect. The correlation coefficient of the influence of Work Discipline of 0.724, the Physical Work Environment of 0.688 with an r table of 0.2352. both variables are said to be valid because r count > r table, it is concluded that Work Discipline (X1) and Physical Work Environment (X2) affect Productivity (Y). The coefficient of determination of 0.665 means that the relative contribution given by the combination of variables X1 and X2 to Y is 66.5%, while the remaining 33.5% is influenced by other variables not examined. For the results of the partial test (t-test), the t value of the Work Discipline variable (X1) is 8.666 > 1.996, and the Physical Work Environment (X2) variable is 7.809 > 1.996. It means that there is a significant influence of Work Discipline (X1) and Physical Work Environment (X2) on the Work Productivity (Y) variable, then the hypothesis is accepted. Meanwhile, for simultaneous testing (F test), the calculated F value is 66,357 > 3.13, so H0 is rejected, and Ha is born (influential).

Keywords: Work Discipline, Physical Work Environment, Productivity.

INTRODUCTION

The condition of the company's organization globally has changed significantly with the outbreak of the Covid-19 disease outbreak in early 2020. This change is shown by the decline in economic conditions worldwide after the world health organization (WHO) officially declared Covid-19 a pandemic. All world corporate organizations have been affected by the Covid-19 disease, especially 2 (two) countries that have been significant powers in the world economic sector, namely China and the United States; for example, many Chinese export companies experienced cancellations of orders abroad due to the widespread epidemic. Covid-19 in export destination countries has caused many small or medium-sized companies to go bankrupt and reduce employees to keep their business running.

The same thing also happened at PT. Liebra Permana where as a result of Covid-19, the company terminated employment, reduced working hours, implemented an early retirement policy for employees who had worked for a long time, and made a policy of working from home or Work from Home (WFH). Suppose you have to come to the office. In that case, the company also makes rules for the number of employees as much as 50%, checks employee temperatures, employees are required to wear masks, diligently wash their hands and spray disinfectant regularly in every room of the company.

Employee productivity can be seen from the quantity of work achieved by employees in a certain amount by standard comparison set by the company.

In 2017 the achievement of the target was 18,750 pcs or 75% of the total target set by the company. Then in 2018, the target achievement decreased to 61%. In 2019 there was an increase in productivity achievement to 22,229 pcs or 88%, but in 2020 productivity decreased significantly again, which was 9,379 pcs or 37%.

Quality of work at PT. Liebra Permana Gunung Putri Bogor is still not by the targets set by the company because the output results are still found in the form of reject goods that are not by the standards and requests from customers.

In 2017 the total number of rejects was 980 pcs, with details of reject cutting as many as 310 pcs and reject sewing as many as 420 pcs. Then in 2018, the total number of reject items was reduced to 845 pcs; in 2019, it was reduced to 825 pcs, but in 2020, the total number of reject items again increased to 880 pcs with details of 290 pcs reject cutting and 390 pcs reject sewing

Based on the phenomenon of the problems that occur above, it can be concluded that the level of employee productivity at PT. Liebra Permana Gunung Putri Bogor is still low and has not met the target set by the company.

Management

Management comes from English management with the verb to manage, which is generally interpreted, namely to take care of. The understanding of management is developing more fully. Lauren A. Aply, as quoted by Tanthowi, translates management as "The art of getting done through people." Management is the process of regulating or managing something that an individual or group of people does to achieve a specific goal: planning, organizing, implementing, and controlling, or supervising.

Human Resource Management

According to Hasibuan (2017:10), human resource management is the science and art of regulating the relationship and role of the workforce to be effective and efficient in helping the realization of the goals of the company, employees, and society. So it can be concluded that human resource management (HRM) is a management of human resources, training, development, and assessment of human resources in a company effectively and efficiently to help the realization of goals from the company. Human resource management (HRM) is the science and art of managing human resources to support the success of a company.

Productivity

Productivity is generally defined as the relationship between output or output in goods or services with inputs or inputs in the form of labor, materials, and money.

Meanwhile, Hasibuan (2018: 340) explains that productivity is a comparison between output (results) and inputs (input). If productivity increases, it will increase efficiency (time, materials, labor) and work systems, production techniques, and an increase in the workforce's skills.

Based on the above understanding, it can be concluded that work productivity is a comparison between output and input, namely, a person's ability to use existing human resources (HR) to complete a job with a predetermined time.

Work Discipline

According to Hasibuan (2016: 193), it is explained that discipline is the most critical HRM operative function because the better the

employee discipline, the higher the work performance that can be achieved; without good discipline, it is difficult for organizations and companies to achieve optimal results. From the explanation above, it can be concluded that work discipline is an attitude of obedience, awareness, willingness, and willingness to obey and obey the rules and social norms that apply in the surrounding environment to achieve the organization's goals or company optimally effectively and efficiently.

Physical Work Environment

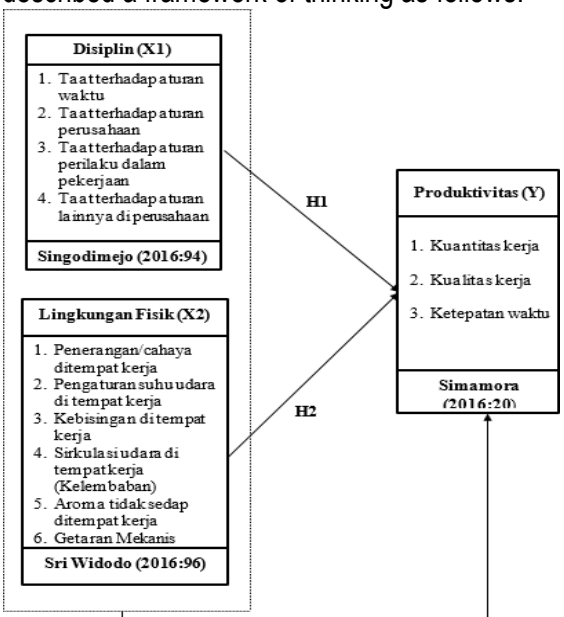
The physical work environment is everything around workers that can affect themselves in carrying out the charged tasks and is influenced by physical, chemical, biological, physiological, mental, and socio-economic factors. Silvia (2016: 184) explains that the physical work environment is the whole or every aspect of the physical and socio-cultural phenomena surrounding or affecting individuals.

Therefore, it can be concluded that the physical work environment is everything in the company's work environment, which affects the growth and development of the company. The physical work environment plays a vital role for employees in a company.

Framework of thinking

The framework of thinking is a model or description in the form of a concept that explains the relationship between one variable and another. According to Sugiyono (2017: 60), the framework is a conceptual model of how theory relates to various factors identified as important problems. In general, the framework of thinking outlines the logical flow of research that can be described using a diagram that explains the relationship between variables.

Based on the thoughts above, can be described a framework of thinking as follows:



Gambar 2.1
Kerangka Berpikir

Hypothesis Development

1. Ho1 = 0 It is suspected that there is no influence of discipline on employee productivity at PT. Liebra Permana Gunung Putri Bogor.
2. Ha1 : 0 It is suspected that there is an influence of discipline on employee productivity at PT. Liebra Permana Gunung Putri Bogor.
3. Ho2 = 0 It is suspected that there is no influence of the physical work environment on employee productivity at PT. Liebra Permana Gunung Putri Bogor.
4. Ha2 0 It is suspected that there is an influence of the physical work environment on employee productivity at PT. Liebra Permana Gunung Putri Bogor.
5. Ho3 = 0 It is suspected that there is no influence of discipline and physical work environment on employee productivity at PT. Liebra Permana Gunung Putri Bogor.
6. Ha3 0 It is suspected that there is an influence of discipline and physical work environment

METHOD

This type of research uses associative quantitative research methods. The population in this study are all employees who are still actively working at PT. Liebra Permana Gunung Putri Bogor, totaling 70 people. This study using a saturated sample technique totaling 70 people.

RESULT and DISCUSSION

PT. Liebra Permana is one of the manufacturing companies engaged in the garment industry that produces women's underwear to export market share. This company was founded in 1977 which was initially a home industry supported by ten workers, 5 (five) sewing machines that stood on a land area of 80m2 in the Kapuk area, North Jakarta. Then in 1990, PT. Liebra Permana has developed into an international-scale manufacturer of women's underwear by having 3 (three) accredited production facilities in Indonesia. Every year PT. Liebra Permana produces more than 30 million pieces of the best quality underwear consisting of bras, panties, swimwear, and activewear.

Research result

1. Validity test

Discussion is an explicit affirmation of the interpretation of the results of data analysis, linking findings to previous theories or research, and the implications of the findings are linked to current circumstances.

Table 4.10 Work Discipline Validity Test (X1)

Statement	Value of r count	Table r value	Information
Statement 1	0.252	0.2352	Valid
Statement 2	0.538	0.2352	Valid
Statement 3	0.425	0.2352	Valid
Statement 4	0.743	0.2352	Valid

Statement
Statement 1
Statement 2
Statement 3
Statement 4

Statement	Value of r count	Table r value	Information
Statement 5	0.735	0.2352	Valid
Statement 6	0.693	0.2352	Valid
Statement 7	0.652	0.2352	Valid
Statement 8	0.564	0.2352	Valid
Statement 9	0.655	0.2352	Valid
Statement 10	0.714	0.2352	Valid
Statement 11	0.566	0.2352	Valid
Statement 12	0.603	0.2352	Valid

Source: Data processed by IBM SPSS 26 in 2021

Table 4.11 Physical Work Environment Validity Test (X2)

Statement	Value of r count	Table r value	Information
Statement 1	0.451	0.2352	Valid
Statement 2	0.575	0.2352	Valid
Statement 3	0.694	0.2352	Valid
Statement 4	0.449	0.2352	Valid
Statement 5	0.763	0.2352	Valid
Statement 6	0.756	0.2352	Valid
Statement 7	0.695	0.2352	Valid
Statement 8	0.659	0.2352	Valid
Statement 9	0.374	0.2352	Valid
Statement 10	0.660	0.2352	Valid
Statement 11	0.757	0.2352	Valid
Question 12	0.664	0.2352	Valid

Source: Data processed by IBM SPSS 26 in 2021

Table 4.12
Productivity Validity Test (Y)

Statement	Value of r count	Table r value	Information
Statement 1	0.617	0.2352	Valid
Statement 2	0.588	0.2352	Valid
Statement 3	0.725	0.2352	Valid
Statement 4	0.508	0.2352	Valid
Statement 5	0.705	0.2352	Valid
Statement 6	0.640	0.2352	Valid
Statement 7	0.814	0.2352	Valid
Statement 8	0.729	0.2352	Valid
Statement 9	0.796	0.2352	Valid
Statement 10	0.847	0.2352	Valid
Statement 11	0.845	0.2352	Valid
Statement 12	0.812	0.2352	Valid

Source: Data processed by IBM SPSS 26 in 2021

Based on the results of the validity test of table 4.10, it can be explained that the overall value of r arithmetic > r table 0.2352, it can be concluded that all items in the physical work environment variable indicator are valid.

Based on the validity test results in table 4.11, it can be explained that the overall value of r arithmetic > r table 0.2352, it can be concluded that all items in the work system variable indicator are valid.

Based on the validity test results in table 4.12, it can be explained that the overall value of r count > r table 0.2352, it can be concluded that all items in the productivity variable indicator are valid.

2. Reliability Test

Table 4.13 Work Discipline Variable Reliability Test (X1)
Reliability Statistics

Cronbach's Alpha	Part 1	Value	.594
		N of Items	7[a]
	Part 2	Value	.583
		N of Items	6[b]
	Total N of Items		13
Correlation Between Forms			.876
Spearman-Brown Coefficient	Equal Length		.934
	Unequal Length		.934
Guttman Split-Half Coefficient			.751

a. The items are: X1.1, X1.2, X1.3, X1.4, X1.5, X1.6, X1.7.
b. The items are: X1.7, X1.8, X1.9, X1.10, X1.11, X1.12, TOTALX1.
Source: Data processed by IBM SPSS 26 in 2021

Table 4.14
Physical Work Environment Variable Reliability Test (X2)
Reliability Statistics

Cronbach's Alpha	Part 1	Value	.792
		N of Items	7[a]
	Part 2	Value	.589
		N of Items	6[b]
	Total N of Items		13
Correlation Between Forms			.877
Spearman-Brown Coefficient	Equal Length		.935
	Unequal Length		.935
Guttman Split-Half Coefficient			.747

a. The items are: X2.1, X2.2, X2.3, X2.4, X2.5, X2.6, X2.7.
b. The items are: X2.7, X2.8, X2.9, X2.10, X2.11, X2.12, TOTALX2.
Source: Data processed by IBM SPSS 26 in 2021

Table 4.15 Productivity Variable Reliability Test (Y)
Reliability Statistics

Cronbach's Alpha	Part 1	Value	.789
		N of Items	7[a]
	Part 2	Value	.624
		N of Items	6[b]
	Total N of Items		13
Correlation Between Forms			.901
Spearman-Brown Coefficient	Equal Length		.948
	Unequal Length		.948
Guttman Split-Half Coefficient			.734

a. The items are Y.1, Y.2, Y.3, Y.4, Y.5, Y.6, Y.7.
b. The items are Y.7, Y.8, Y.9, Y.10, Y.11, Y.12, TOTALY.
Source: Data processed by IBM SPSS 26 in 2021

Based on the reliability test results in table 4.13, the calculated r-value is 0.751. The calculated r-value is > 0.70, and the calculated r-value is > r table 0.2352 so that the research instrument is reliable.

Based on the reliability test results in table 4.13 in table 4.14, the calculated r-value is 0.747. The calculated r-value is > 0.70, and the calculated r-value is > r table 0.2352 so that the research instrument is reliable.

Based on the reliability test results in table 4.14, the calculated r-value is 0.734. The calculated r-value is > 0.70, and the calculated r-value is > r table 0.2352 so that the research instrument is reliable.

3. Classic assumption test

a. Data Normality Test

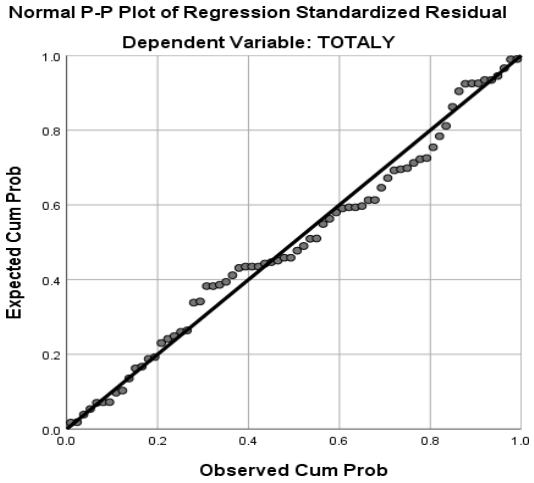


Figure 4.2 Data Normality Test Results

Source: Data processed by IBM SPSS 26 in 2021

Based on the results of the output chart above, it can be seen that the plotting points contained in the image always follow and approach the diagonal line. Thus the residual value is usually distributed, and the assumption of normality for the residual value can be fulfilled.

b. Multicollinearity Test

Table 4.16 Multicollinearity Test
Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	4.731	4.124		1.147	.255		
	Work Discipline	.593	.096	.507	6.188	.000	.747	1.339
	Physical Work Environment	.344	.065	.433	5.282	.000	.747	1.339

Source: Data Processed IBM SPSS 26 the Year 2021

Based on the results of the multicollinearity test, it can be seen that the tolerance value of 0.747 is more significant than 0.10, meaning that there is no multicollinearity in the regression model and seen from the VIF value of 1.339 < 10 this also indicates that there is no multicollinearity in the regression model.

c. Heteroscedasticity Test

Table 4.17 Heteroscedasticity Test
Coefficients[a]

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF

1	(Constant)	-.817	2,515		-.325	.746		
	Work Discipline	.141	.058	.325	2.414	.019	.747	1.339
	Work environment Physical	-.082	.040	-.279	-2.068	.043	.747	1.339

a. Dependent Variable: Abs_RES
Source: Data processed by IBM SPSS 26 in 2021

Based on the data in the table above, the significance value (Sig) for the Work Discipline variable is 0.19, and the significance value (Sig) for the Physical Work Environment variable is 0.43; both variables have a significance value greater than 0.05, so it can be concluded that there are no heteroscedasticity symptoms.

d. Autocorrelation Test

Table 4.18 Autocorrelation Test
Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. The error of the Estimate	Durbin-Watson
1	.815a	.665	.655	3.195	1,901

a. Predictors: (Constant), Physical Work Environment, Work Discipline
b. Dependent Variable: Work Productivity
Source: Data processed by IBM SPSS 26 in 2021

Based on the Model Summary output table above, it can be seen that the value of d (Durbin-Watson) is 1.901. Furthermore, this value is compared with the value of the Durbin-Watson table with a significance of 5% with the formula (k; N). The number of independent variables is two or k = 2, while the number of samples or N = 70.

Table 4.19
Durbin Watson Significant 5%

N	k = 2	
	dL	dU
67	1.5433	1.6660
68	1.5470	1.6678
69	1.5507	1.6697
70	1.5542	1.6715
71	1.5577	1.6733
72	1.5611	1.6751
73	1.5645	1.6768

The value of d (Durbin-Watson) of 1.901 is greater than the dU limit of 1.6715 and less than (4 - dU), which is 4 - 1.6715 = 2.3285, so it is by the introductory provisions of decision making where the value of d (Durbin-Watson) lies between dU and (4 – dU) then the null hypothesis is accepted. It can be concluded that there are no problems or symptoms of autocorrelation.

4. Simple Linear Regression Analysis

Table 4.20 Results of Simple Regression of Work Discipline Variables (X1) Against Work Productivity Variable (Y)
Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	7.753	4.825		1,607	.113		
	Work Discipline	.847	.098	.724	8,666	.000	1,000	1,000

a. Dependent Variable: Work Productivity
Source: Data processed by IBM SPSS 26 in 2021

Because the score coefficient valuable regression is positive, it can be said that Work Discipline has a positive effect on Work Productivity (Y). The regression equation based on data processing results with IBM SPSS Statistics Version 26 is Y = 7.753 + 0.847 X1. The basis for making decisions is as follows:

a. If the significance value (Sig) is less than the probability of 0.05, it means that there is an effect of Work Discipline (X1) on Work Productivity (Y).

b. On the other hand, if the significance value (Sig) is greater than the probability of 0.05, it means that there is no effect of Work Discipline (X1) on Work Productivity (Y).

Based on the output above, it is known that the significance value (Sig) of 0.000 is smaller than the probability of 0.05, meaning that there is an effect of Work Discipline on Work Productivity (Y).

Table 4.21
Results From Simple Linear Regression Physical Work Environment Variable (X2) Against Work Productivity Variable (Y)
Coefficientsa

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	24,692	3.198		7,722	.000		
	Work environment Physical	.547	.070	.688	7.809	.000	1,000	1,000

a. Dependent Variable: Work Productivity
Source: Data processed by IBM SPSS 26 in 2021.

Because the value of the regression coefficient is positive, it can be said that the Physical Work Environment (X2) has a positive effect on Work Productivity (Y). So that the regression equation based on the results of data processing with IBM SPSS Version 26 is Y = 24,692 + 0,547 X2. The basis for decision making is as follows:

a. If the significance value (Sig) is less than the probability of 0.05, it means that there is the influence of the Physical Work Environment (X2) on Work Productivity (Y).

b. On the other hand, if the significance value (Sig) is greater than the probability of 0.05,

it means that there is no influence of the Physical Work Environment (X2) on Work Productivity (Y).

Based on the output above, it is known that the significance value (Sig) of 0.000 is smaller than the probability of 0.05, meaning that there is an influence of the Physical Work Environment (X2) on Work Productivity (Y).

5. Multiple Linear Regression Analysis

Table 4.22
Multiple Linear Regression Results
Coefficients[a]

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	4.731	4.124		1.147	.255
Work Discipline	.593	.096	.507	6.188	.000
Physical Work Environment	.344	.065	.433	5.282	.000

a. Dependent Variable: Work Productivity
Source: Data Processed IBM SPSS 26 the year 2021.

Based on the table of data processing results above, the Sig value for Work Discipline (X1) and Physical Work Environment (X2) is 0.000 (p < 0.05), then the hypothesis is accepted, meaning that the Work Discipline variable (X1) and the Physical Work Environment variable (X2) have an effect significant to the variable of Work Productivity (Y). And based on the table above, the multiple linear regression equation is as follows Y = 4.731 + 0.593 X1 + 0.344 X2. The interpretation of the multiple linear regression equation is:

a. b = 4,731 states that Work Discipline (X1) and Physical Work Environment (X2) remain (no change) then score consistency of Work Productivity (Y) of 4.731.

b. b1 = 0.593 states that if Work Discipline (X1) increases, then Work Productivity (Y) will increase by 0.593 with the assumption that there is no (constant) addition to the value of the Physical Work Environment (X2).

c. b2 = 0.344 states that if the Physical Work Environment (X2) increases, then Work Productivity (Y) will increase by 0.344 with the assumption that there is no (constant) addition to the Work Discipline value (X1).

6. Correlation Coefficient Test

Table 4.23
Results of the Correlation Coefficient of Work Discipline Variables (X1) on Work Productivity (Y)
Correlations

		Work Discipline	Work productivity
Work Discipline	Pearson Correlation	1	.724**
	Sig. (2-tailed)		.000
	N	70	70
Work productivity	Pearson Correlation	.724**	1
	Sig. (2-tailed)	.000	
	N	70	70

Correlation is significant at the 0.01 level (2-tailed).
Source: Data Processed IBM SPSS 26 the year 2021

From the results in table 4.23, the Work Discipline variable (X1) is 0.724. Based on the guideline, the interpretation value of the correlation coefficient is in the range of "0.60 - 0.799, which means the level of relationship between Work Discipline (X1) and Work Productivity (Y) is included in the story of a strong relationship.

Table 4.24
Correlation Coefficient Test Results for Physical Work Environment Variables (X2) Against Work Productivity (Y)
Correlations

		Physical Work Environment	Work productivity
Physical Work Environment	Pearson Correlation	1	.688**
	Sig. (2-tailed)		.000
	N	70	70
Work productivity	Pearson Correlation	.688**	1
	Sig. (2-tailed)	.000	
	N	70	70

**. Correlation is significant at the 0.01 level (2-tailed).
Source: Data Processed IBM SPSS 26 the year 2021

From the results in table 4.24, the Physical Work Environment variable (X2) is 0.688. Based on the guideline, the interpretation value of the correlation coefficient is in the range of "0.60 - 0.799," which means the level of the relationship between the Physical Work Environment (X2) and Work Productivity (Y), including at the story of a strong relationship.

Table 4.25
Results of the Correlation Coefficient of Work Discipline Variables (X1) and Physical Work Environment (X2) on Work Productivity (Y)
Model Summary[b]

el mod	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F Change
1	.815a	.665	.655	3.195	.665	66,357	2	67	.000

Predictors: (Constant), Physical Work Environment, Work Discipline
Dependent Variable: Work Productivity

Based on the results in table 4.25 above, it can be seen that the relationship between Work Discipline (X1) and Physical Work Environment (X2) on Work Productivity (Y) has a correlation coefficient value of 0.815.

Based on the guidelines for the interpretation of the correlation coefficient value, the value is in the range of "0,80 - 1,000" this shows a powerful influence.

7. Coefficient of Determination Test

Table 4.26
Coefficient of Determination of Work Discipline Variable Test Results (X1) Against Work Productivity Variable (Y)
Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. The error of the Estimate	Change Statistics				
					R Square Change	F Change	df 1	df 2	Sig. F Change
1	.724 a	.525	.518	3,774	.525	75.105	1	68	.000

a. Predictors: (Constant), Work Discipline
b. Dependent Variable: Work Productivity
Source: Data processed by IBM SPSS 26 in 2021

From the table above, the coefficient of determination (R2) is 0.525. This coefficient means that the relative contribution given by Table 4.27 of the X1 variable to Y is 52.5%, while the remaining 47.5% is influenced by other variables not examined.

Table 4.27
Coefficient of Determination Test Results for Physical Work Environment Variables (X2)
Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. The error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F Change
1	.688a	.473	.465	3.976	.473	60,985	1	68	.000

a. Predictors: (Constant), Physical Work Environment
b. Dependent Variable: Work Productivity

Against Work Productivity Variable (Y)

Source: Data processed by IBM SPSS 26 in 2021

From the table above, the coefficient of determination (R2) is 0.473. This coefficient means that the relative contribution given by the X2 variable to Y is 47.3%, while the remaining 52.7% is influenced by other variables not examined.

Table 4.28
Coefficient of Determination Test Results for Work Discipline Variables (X1) and Environment Physical Work (X2) Against Work Productivity Variable (Y)
Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F Change
1	.815[a]	.665	.655	3.195	.665	66,357	2	67	.000

a. Predictors: (Constant), Physical Work Environment, Work Discipline
b. Dependent Variable: Work Productivity
Source: Data processed by IBM SPSS 26 in 2021

Based on the table above, the coefficient of determination (R2) is 0.665. This coefficient means that the relative contribution given by the combination of variables X1 and X2 to Y is

66.5%, while the remaining 33.5% is influenced by other variables not examined.

8. Hypothesis Test

a. Partial Test (T-Test)

Table 4.29 Partial Test Results (t-Test) Variable Work Discipline (X1)

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Correlations			Collinearity Statistics	
		B	Std. Error	Beta			Zero-order	Partial	Part	Tolerance	VIF
1	(Constant)	7.753	4.825		1,607	.113					
	Work Discipline	.847	.098	.724	8,666	.000	.724	.724	.724	1,000	1,000

a. Dependent Variable: Work Productivity

Source: Data processed by IBM SPSS 26 in 2021

1) According to the processing results data using IBM SPSS Statistics Version 26, partial test results (t-test) showed the significance value of the Work Discipline variable (X1) on the Employee Productivity variable (Y) was 0.000 <0.05. It means that there is a significant influence of Work Discipline (X1) on Work Productivity (Y), then the hypothesis is accepted.

2) The value of t table can be obtained by df = n-3 = 70 -3 = 67 with alpha 0.05/2 = 0.025 because the hypothesis testing is two-way (two-tailed) and the value of t table = 1.996 is obtained. Based on the table of data processing results with IBM SPSS 26 above, the t-count value is 8.666 > 1.996. It means that the Work Discipline (X1) significantly affects the Work Productivity variable (Y), then the hypothesis is accepted.

Table 4.30

Partial Test Results (t-test) Physical Work Environment Variables (X2)

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.	Correlations			Collinearity Statistics	
		B	Std. Error	Beta			Zero-order	Partial	Part	Tolerance	VIF
1	(Constant)	24,692	3.198		7,722	.000					
	Environment Physical Work	.547	.070	.688	7.809	.000	.688	.688	.688	1,000	1,000

a. Dependent Variable: Work Productivity

Source: Data processed by IBM SPSS 26 in 2021

1) By the results of data processing using IBM SPSS Statistics Version 26, the results of the partial test (t-test) show the significant value of the Physical Work Environment variable (X2) on the Work Productivity variable (Y) is 0.000 < 0.05, meaning that there are Effect of

Physical Work Environment (X2) to variable Work Productivity (Y) significantly.

2) From the table above, the t-count value is 7.809 > 1.996. It means a significant influence of the Physical Work Environment (X2) on the Work Productivity (Y) variable, so the hypothesis is accepted.

b. Simultaneous Hypothesis Testing (F Test)

Table 4.31
Simultaneous Significant Test Results (Test F)
ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1354.683	2	677,341	66,357	.000b
	Residual	683,903	67	10,208		
	Total	2038,586	69			

a. Dependent Variable: Work Productivity
b. Predictors: (Constant), Physical Work Environment, Work Discipline
Source: Data processed by IBM SPSS 26 in 2021

1) Based on the table of data processing results with IBM SPSS Statistics Version 26 above the value of Sig. 0.000 < 0.05, then H0 is rejected, and Ha is accepted (influential).

2) The F table value can be obtained with df = n-3 = 70-3, the F table value = 3.13. Based on the table of data processing results with IBM SPSS 26 above, the calculated F value is 66,357 > 3.13, then H0 is rejected, and Ha is accepted (influential).

Discussion of Research Results

1. Influence Discipline Against Employee Productivity At PT. Liebra Permana Gunung Putri Bogor

From the results of the questionnaires that have been conducted to 70 respondents, the results show that Work Discipline at PT. Liebra Permana Gunung Putri Bogor is good. The author concludes based on the results of respondents' answers to 12 statements on the Work Discipline variable, the highest average is obtained in comments 6 (six) and 7 (seven), which is 4.34 with perfect criteria, and the lowest average is in statement 1 (one). That is equal to 2.31 with inadequate standards. Overall, respondents' responses to the work discipline variable were good, from the total average of 3.88 (included in the scale range 3.40 - 4.19) with suitable criteria.

The results of partial hypothesis testing (t-test) obtained a t-count value of 8.666, a significance value of 0.000, and a t-table value of 1.996. Because t arithmetic > t table (8.666 > 1.996) and the significance value < 0.05

(0.000 < 0.05) it can be concluded that work discipline partially has a significant effect on employee productivity.

2. The Effect of Physical Work Environment on Employee Productivity at PT Liebra Permana Gunung Putri Bogor

From the results of the questionnaire that has been conducted to 70 respondents, it is found that the Physical Work Environment at PT. Liebra Permana Gunung Putri Bogor is good. The author concludes based on the results of respondents' answers to 12 statements on the Physical Work Environment variable, the highest average is obtained in statement 1 (one), which is 4.18 with good criteria and the lowest average is in statement 1 (one), which is 2.78 quite well. Overall, respondents' responses to the Physical Work Environment variable (X2) are good, from the total average of 3.70 (included in the scale range 3.40 - 4.19 with good criteria).

The results of partial hypothesis testing (t-test) obtained the t-count value of 7.809, the significance value of 0.000, and the t-table value of 1.996. Because t count > t table (7.809 >

1.996) and significance value < 0.05 (0.000 < 0.05), it can be concluded that the Physical Work Environment partially has a significant effect on employee productivity.

3. The Effect of Discipline and Physical Work Environment on Employee Productivity at PT. Liebra Permana Gunung Putri Bogor

From the results of the questionnaire that has been conducted to 70 respondents, the result is that Employee Productivity at PT. Liebra Permana Gunung Putri Bogor is good. The author concludes based on the results of respondents' answers to 12 statements on the Productivity variable, the highest average is obtained in statement 8 (eight), which is 4.22 with perfect criteria and the lowest average is in statement 4 (four), which is 3.62 with suitable measures. Overall, respondents' responses to the Productivity variable (Y) are good, from the total average of 4.04 (included in the scale range 3.40 - 4.19 with good criteria).

The results of simultaneous hypothesis testing (f test) obtained a calculated f value of 66,357, a significance value of 0.000, and an f table value at a 5% confidence level of 3.13. Because f count > f table (66,357 > 3.13), it can be concluded that the variables of Discipline and Physical Work Environment have a significant effect on Employee Productivity.

CONCLUSION

In conclusion, write the statement in paragraph style. Stated the research limitation and future research Engagement is currently one of the many constructs recognized in various countries.

1. In the results of the study using a partial test (t-test) for the Work Discipline variable (X1), the t value > t table was obtained, namely 8.666 > 1.996, besides that a significance value also strengthened it (Sig.) 0.000 < 0.05. It means that Work Discipline (X1) affects the Work Productivity variable (Y) significantly, so the hypothesis is accepted. In the study's results using the coefficient of determination test for the Work Discipline variable (X1), the coefficient of determination (R2) was 0.525. The meaning of this coefficient is that the relative contribution given by the X1 variable, namely Work Discipline to the Y variable, has an effect of 52.5%.

2. The Physical Work Environment variable (X2) has been obtained for the value of t count > t table that is 7,809 > 1,996. As for the significance value (Sig.) 0.000 <0.05. It means a significant influence of the Physical Work Environment (X2) on the Work Productivity (Y) variable, so the hypothesis is accepted. And for the Physical Work Environment variable (X2), the coefficient of determination (R2) was 0.473. The meaning of this coefficient is that the relative contribution given by the X2 variable, namely the Physical Work Environment to the Y variable, has an effect of 47.3%.

3. Based on the simultaneous test results (F test) with IBM SPSS Statistics Version 26, the calculated F value > F table is 66,357 > 3.13 and for the significance value or Sig value. 0.000 < 0.05 then H0 is rejected and Ha accepted (influential). So it can be concluded that there is a simultaneous positive and significant influence between the Work Discipline variable (X1) and the Physical Work Environment variable (X2) on Work Productivity (Y) at PT. Liebra Permana Gunung Putri Bogor.

Based on the value of the coefficient of determination (R2) for the Work Discipline variable (X1) and the Physical Work Environment (X2) on the Work Productivity variable (Y), the coefficient of determination value is 0.665. The meaning of this coefficient is that the relative contribution given by the combination of the X1 variable, namely Work Discipline, and the X2 variable, namely the Physical Work Environment on the Y variable, work productivity has a simultaneous effect of 66.5%.

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