The Effect Of Job Satisfaction And Work Environment On Increasing Work Productivity At Pt. Pondok Indah Padang Golf Company

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ABSTRACT

This study aims to analyze the effect of job satisfaction and work environment on employee productivity at PT. Pondok Indah Padang Golf. Using a sample of 65 employees selected through a saturated sampling method, data were collected using a Likert scale-based questionnaire. The analysis was conducted using multiple linear regression with SPSS v20. The results show that job satisfaction and work environment significantly influence productivity, with an R^2 value of 0.55. The t-test results are 4.23 for job satisfaction and 3.87 for the work environment, while the F-test results a value of 37.308 ($p < 0.05$). These findings indicate the need to enhance job satisfaction through salary adjustments, promotions, and interpersonal relationships, as well as optimizing the work environment by improving lighting, controlling temperature, and reducing noise to boost employee productivity.

INTRODUCTION

Nowadays, every company is required to be able to compete more superiorly. Companies must be able to adapt to all changes that occur and create optimal competitiveness in order to survive in increasingly tight competition conditions. Human Resources (HR) is one of the most important assets in an organization. In an era full of complexity and rapid change, organizations are faced with various challenges in managing HR. Increasingly tight market demands and regulatory changes encourage organizations to adjust their Human Resources (HR) strategies and policies.

Human Resources have a strategic role in increasing the competitiveness of the company through innovation, productivity, and adaptability to change. The existence of human resources in the company environment affects all forms of increasing competitiveness in the company itself. This is also done by companies or organizations, human resources are the most important asset in an organization or company, every company or organization will always try to pay attention to the quality of the resources they have. Productivity is a concept that describes the

relationship between results (the amount of goods and services produced) and resources (the amount of labor, capital, land, and so on) used to produce those results.

The resources needed in an organization or company are also human resources, namely employees. The employees expected by the organization are of course employees who have optimal productivity as planned. The results of research conducted by Yeti Oktafiani (2016) showed that the occupational safety and health program was positively and significantly related to the work productivity of employees in the processing division of PT. Perkebunan Nusantara XIII (Persero) palm oil mill unit (PKS) Olong Pinang village, Paser district. According to Tohariq in Sutrisno (2017: 100). Work productivity is a mental attitude. A mental attitude that always seeks improvement on what already exists. A belief that someone can do a better job today than yesterday and tomorrow better than today. Meanwhile, according to Hasibun in Busro (2018: 340), productivity is the comparison between output (results) and input (input). If productivity increases, it will increase efficiency (time-materials-labor) and work systems, production techniques and there will be an increase in the skills of the workforce.

In other words, the concept of productivity is closely related to how far a process produces output by consuming certain inputs. Productivity is the ratio between input and output with a focus on the output produced by a process, usually a combination can be used to produce a certain level of output. Therefore, efforts to increase employee work productivity become the most serious management challenges in order to achieve the goals and survival of the company depends on the quality or satisfaction of the performance of human resources in it.

A good environment has a good impact on employees in completing their tasks and responsibilities, resulting in quality output. The work environment according to Darmadi (2020; 242), the work environment includes something that is around employees so that it influences an individual in carrying out the obligations that have been assigned to him, such as air conditioning, good lighting and others. This is supported by research (Lestary & Harmon, 2017) The results of the study stated that the work environment affects employee performance. Then according to the latest research (Sofyan, 2013) The results obtained were that the work environment affects the performance of BAPPEDA office employees.

According to According to Herlinda et.al (2021:122) The work environment is everything around employees that can influence them to carry out the tasks given. Agbozo et.al (2017:13) The work environment has many characteristics that can affect physical and mental well-being. A quality workplace is essential to keep workers on their various tasks and working effectively. From the above understanding, it can be concluded that the work environment includes everything around employees that affects their ability to carry out their tasks, both from physical aspects such as room temperature and lighting, as well as from aspects of mental well-being. A comfortable and quality environment not only supports productivity, but also maintains the physical and mental well-being of employees so that they remain focused and effective in their work.

The output produced by the company also refers to the resilience of employees to their work environment. The work environment is the social, psychological, and physical life in the company that affects the workforce when carrying out their duties. Human life is inseparable from various environmental conditions, between humans and the environment there is a very close relationship, especially when carrying out daily activities. The work environment is very important, because with employees who have a healthy environment, it will produce good work quality, work quantity and work time which will be able to improve employee performance. The employee environment is absolutely necessary so that all activities that are being and will be carried out run according to the predetermined mechanism.

According to Sedarmayanti in Wahyuningsih (2018; 4) who stated that the physical work environment in the sense of all conditions around the workplace, will affect employees both directly and indirectly. (Madjidu et al., 2022) Lea and Wibawa (2014) in their research stated that

the work environment is one of the places where workers spend some of their time completing their work and taking a break from work activities. (Purnami & Utama, 2019).

It can be concluded that a good work environment affects employees in various ways. The physical conditions around the workplace, including tools, materials, and work methods, can have a direct or indirect impact on employees. A comfortable and supportive work environment will increase employee enthusiasm and motivation, so that they are more motivated to achieve company goals. In other words, a conducive work environment contributes to employee motivation and productivity. A good work environment can have a positive impact on the company as a whole. One of them is the increase in the completion of tasks and responsibilities given by the company to workers.

Other factors that affect work productivity are motivation and work discipline. Motivation is a driving force in making work easier because with motivation it becomes an encouragement to do a job in order to achieve company goals. Motivation is the provision of driving force that creates a person's work passion so that they are willing to work together, work effectively, and integrate with all their efforts to achieve the desired satisfaction. According to Wardan (2020:109) "Motivation is an effort or activity of managers to be able to generate or increase the enthusiasm and passion for work of workers or employees". Mohtar (2019:20) "Motivation is a work drive that arises in a person to behave in achieving predetermined goals".

In Agustini (2019:89) work discipline is an attitude of obedience to the rules and norms that apply in a company in order to increase employee determination in achieving company or organizational goals.

LITERATURE REVIEW

The literature review represents the theoretical core of an article. In this section, we will discuss the purpose of a literature review. We will also consider how one should go about to find appropriate literature on which to base a literature review and how this information should be managed. Finally, we will answer four questions that first-time researchers often battle with when compiling a literature review.

These questions are: which aspects should I include in a literature review?; how should I go about synthesizing information in a literature review?; how should I structure a literature review? what writing style should I use when compiling a literature review?

The purpose of a literature review is to "look again" (re + view) at what other researchers have done regarding a specific topic (Leedy & Ormrod 2005:70). A literature review is a means to an end, namely to provide background to and serve as motivation for the objectives and hypotheses that guide your own research (Perry et al. 2003:660)

A good literature review does not merely summarize relevant previous research. In the literature review, the researcher critically evaluates, re-organizes and synthesizes the work of others (Leedy & Ormrod, 2005:84). In a sense, compiling a literature review is like making a smoothie or fruit shake: The end product is a condensed mix that differs totally in appearance from the individual ingredients used as input. The key to a successful literature review lies in your ability to "digest" information from different sources, critically evaluate it and present your conclusions in a concise, logical and reader-friendly" manner.

First-time researchers often naively believe everything they read or are afraid to criticize the work of others. However, academic research is all about critical inquiry! It is, therefore, extremely important that you critically evaluate the material that you read. Do you agree with the arguments and conclusions of other researchers? If you disagree, why? Can you identify contradictory arguments or findings? How could one explain these contradictions? Do the findings of previous studies apply in all contexts or are the findings context-specific? What are the criticisms against the conceptual models or measurement approaches discussed in the

literature? Which limitations should be considered when interpreting the results of previous research?

You have to carefully read the most recently available literature to identify specific gaps, inconsistencies and/or controversies that may form the basis of your own research. Always show that you have considered an issue from several angles and that you are aware of the arguments for and against a specific point of view. Many researchers in services marketing, for example, use the SERVQUAL measurement scale without considering existing criticisms against it.

To compile a proper literature review, one has to overcome three specific challenges, namely: finding appropriate literature on a specific topic, managing the information, and presenting a logical, synthesized, and reader-friendly review of the current knowledge relating to a specific topic .

METHODS

Research design is a research plan used as a guideline in conducting research. Research design will be useful for all parties involved in the research process, because the steps in conducting research refer to the research design that has been made.

The research method is a scientific way to obtain data with the aim of being able to describe, prove, develop and find knowledge, theory, to understand, solve, and anticipate problems in human life (Sugiyono: 2012: 1). In this study, the author uses a type of research with an associative descriptive method. This study is associative in the sense that it aims to test which variables have a mutually related relationship. Where is the relationship between variable X (Job Satisfaction and Work Environment) and variable Y (Work Productivity).

The data source in this study refers to the subject or place where data can be collected. Data collection techniques are a very important aspect because they can affect the success of the study. In addition, the place and time of the study are also important factors in implementing this study. Based on the data source, there are two types of data used, namely primary data and secondary data. Primary data, according to Hanafiah (2021), is data collected directly from the individuals being investigated or also known as first-hand data. This primary data is collected by researchers directly to answer research problems or objectives. Primary data collection is carried out in exploratory, descriptive research, or by survey or observation methods.

Meanwhile, secondary data, according to Sugiyono (2012), is data that does not provide direct information to data collectors, but comes from further processing of primary data presented in other forms or from other parties. This secondary data can be obtained from internal company sources, various websites on the internet, public libraries, educational institutions, or companies that specifically provide secondary data. This data can also be obtained in writing or unwritten form that is relevant to the objectives of the research and the company. From this explanation, it can be concluded that data collection is a technique used by researchers to obtain the data needed to answer research problems. The data sources can come from various sources, such as books, scientific magazines, journals, websites, and other related documents that are relevant to the research topic.

This research was conducted at PT. Pondok Indah Padang Golf, located at Jalan Metro Pondok Indah No. 16, RT. 1/RW. 16, Pondok Pinang, Kebayoran Lama, South Jakarta City, Special Capital Region of Jakarta, with postal code 12310. This company was chosen as the research location because of its relevance to the topics discussed, namely job satisfaction, work environment, and employee productivity. As for the research period, data collection and research activities began in October and are planned to last until January 2025. This time span was chosen to allow for sufficient data collection and provide sufficient time to analyze the results obtained during the period.

Population refers to the whole in this study, population refers to the entire group of individuals, objects, or events that have certain characteristics and are relevant to this study.

Population is not limited to humans, but also includes natural objects or other objects that have properties that can be analyzed. For example, in the context of this study, one person can be considered a population, as long as the person has various characteristics that are relevant to the study, such as speaking style, discipline, personality, hobbies, and so on. Therefore, the population in this study is all employees working at PT. Pondok Indah Padang Golf, who have characteristics that are relevant to the topic being studied, namely job satisfaction, work environment, and productivity.

A sample, on the other hand, is a portion of a population selected to represent the characteristics present in that population. Samples are selected using certain procedures that ensure that the samples taken can describe the population representatively. The sampling technique aims to make it easier for researchers to generalize to a wider population. In this study, because the population studied was quite large, researchers could not study the entire population. Therefore, samples were used as a representation of the population. For this study, researchers used the Non Probability Sampling technique with the Saturated Sampling method, namely selecting all members of the population as samples. By using this technique, all employees working at PT. Pondok Indah Padang Golf were used as samples, so that this study covers the entire population that is relevant to the research objectives. .

According to Ridwan (2010:51) the definition of data collection techniques is, data collection methods are techniques or methods that can be used by researchers to collect data. Data collection techniques are very important in a study, data collection is carried out to obtain data that is relevant to the problem being studied, so that the problems that arise can be solved. Methods that can be done by means of questionnaires and observations.

A questionnaire is a research instrument used to collect information from respondents in the form of written questions. A questionnaire usually contains a collection of structured or open-ended questions designed to explore respondents' opinions, thoughts, behaviors, or characteristics related to a particular topic or issue. According to Nazir, a questionnaire or questionnaire is a set of questions that are logically related to a research problem, and each question is an answer that has meaning in testing the hypothesis. The questionnaire is made quite detailed and complete.

Observation is an activity of observing a particular object carefully directly at the research location. In addition, this observation also includes recording activities carried out systematically about all the symptoms of the object being studied. According to Sugiyono (2018:104) unstructured observation is an observation that is not prepared systematically about what is being observed. This is done because the researcher does not know for sure what will be observed. In this study, the researcher used a questionnaire and observation. The questionnaire uses a method of providing a set of questions or written statements to respondents to get their answers. The questions in this questionnaire are closed and structured, which means that the answers that will be chosen by the respondents are not given the opportunity to choose or provide answers outside the answers given by the researcher, while the observations carried out to find out how the characteristics and habits of the respondents are related to the research variables in order to further strengthen the results of this study.

Data analysis is a process or effort to process data into new information so that the characteristics of the data become easier to understand and can be useful for solving a problem, especially those related to research. Data analysis can also be defined as an activity carried out to be able to change the data from research into new information that can be used in making conclusions. The data analysis technique in this study uses the assistance of the Statistical Package for Social Sciences (SPSS) for Windows Release 20.0 program. The method used is associative hypothesis testing, namely knowing the relationship between two or more variables. Where the X variable (independent variable) is Job Satisfaction (X1), and Work Environment (X2), while the Y variable (dependent variable) is Work Productivity (Y). employees of PT. Pondok Indah PHaadang Golf totaling 50 employees.

RESULTS

Data Instrument Test includes Validity Test and Reliability Test which are used to determine whether the variables used in this study are Valid and Reliable. The following are the results of Validity Test and Reliability Test. Validity test, this test is carried out to determine whether the results of the Questionnaire are valid or not, it can be said that the significant value is below 0.5 or 5%. The test is carried out with the criteria if rcount>rtable, then the instrument or question items correlate significantly with the total score or are declared valid. The number of data (n) is 50, and df = 50-2 = 48 is obtained, then rtable is 0.284. The following is a table of validity test results for the variables Job satisfaction and work environment on Work Productivity:

Table1 Productivity Instrument Validity Test (Y)

Statement	rcount		rtable	Information
Instrument 1	0.779	>	0.2441	Valid
Instrument 2	0.846	>	0.2441	Valid
Instrument 3	0.862	>	0.2441	Valid
Instrument 4	0.737	>	0.2441	Valid
Instrument 5	0.755	>	0.2441	Valid
Instrument 6	0.759	>	0.2441	Valid
Instrument 7	0.835	>	0.2441	Valid
Instrument 8	0.788	>	0.2441	

Source: Results By SPSS V.20 Data

Looking at the data results from table 4.1 by comparing the calculated r with the r table of 0.2441. Then it can be obtained that all Work Productivity question items are declared valid because the calculated r is greater than the r table.

Table 2 Job Satisfaction (X1)

Statement	rcount		rtable	Information
Instrument 1	0.673	>	0.2441	Valid
Instrument 2	0.744	>	0.2441	Valid
Instrument 3	0.786	>	0.2441	Valid
Instrument 4	0.774	>	0.2441	Valid
Instrument 5	0.790	>	0.2441	Valid
Instrument 6	0.808	>	0.2441	Valid
Instrument 7	0.787	>	0.2441	Valid
Instrument 8	0.795	>	0.2441	Valid
Instrument 9	0.786	>	0.2441	Valid
Instrument 10	0.804	>	0.2441	Valid

Source: Results By SPSS V.20 Data

Looking at the results of table 4.2 by comparing the calculated r with the r table of 0.2441, it can be obtained that all the Job Satisfaction statement items are declared valid because the calculated r is greater than the r table.

Table2 Work Environment (X2)

Statement	rcount		rtable	Information
Instrument 1	0.762	>	0.2441	Valid
Instrument 2	0.784	>	0.2441	Valid
Instrument 3	0.805	>	0.2441	Valid
Instrument 4	0.749	>	0.2441	Valid
Instrument 5	0.822	>	0.2441	Valid
Instrument 6	0.817	>	0.2441	Valid
Instrument 7	0.827	>	0.2441	Valid
Instrument 8	0.811	>	0.2441	Valid
Instrument 9	0.860	>	0.2441	Valid
Instrument 10	0.767	>	0.2441	Valid
Instrument 11	0.765	>	0.2441	Valid

Source: Results By SPSS V.20 Data

Looking at the results of table 4.3 by comparing the calculated r with the r table of 0.284, it can be obtained that all the Work Productivity statement items are declared valid because the calculated r is greater than the r table.Reliability Test, in this test which is conducted to find out whether an instrument is reliable or not, it can be said to be reliable if the Cronbach's alpha value> 0.60, then the alpha value of the reliability test can be said to be reliable. The following are the results obtained in the reliability test on the variables of Job Satisfaction and Work Environment on Employee Work Productivity:

Table3 Reliability Test Results

| Variables	Cronbach's Alpha	Limitation	Information
Productivity	0.916	0.65	Realizable
Job satisfaction	0.930	0.65	Realizable
Work environment	0.942	0.65	Realizable

Source: Results By SPSS V.20 Data

It is known from the table above that the value of cornbach's alpha on productivity is 0.916. Job satisfaction is 0.930 and the work environment is 0.942. Thus it can be concluded that each variable is stated as reliable because it has a cronbach's alpha value of more than 0.65 which means that it can be said that the results can be accepted by having a good value.

The classical assumption test in this study uses the Normality Test, Multicollinearity Test, and Heteroscedasticity Test. With the following test results, the Normality test in this study aims to test whether the regression model, dependent variables and independent variables, both have a normal distribution or not. If the histogram is normally distributed, the data obtained is declared normal, while if the PP plot forms a diagonal line, the data obtained is declared normal.

Figure 1. Normality Test Results
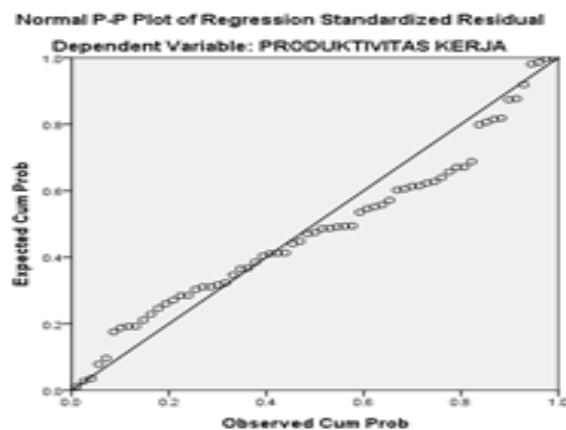
Source: Data processed, 2023

Figure 2. Histogram Graph
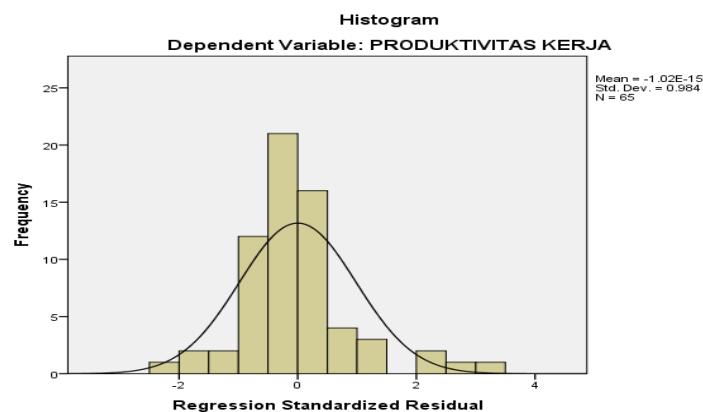
*Source:*Data processed, 2023

Based on the normality test performed, it can be seen in Figure 4.6 which is a Normal P-Plot graph. How much data follows the diagonal line means that the regression model is normally distributed. The multicollinearity test is a test conducted to see if there is a linear relationship between independent variables in the regression model. The test method that can be used is by looking at the Variance Inflation Factor (VIP) value with the tolerance value. If the tolerance value is greater than 0.10 and VIF <10, then the regression model does not have a multicollinearity problem.

Table 4 Multicollinearity Test Results

Coefficientsa

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
(Constant)	8,580	2,827		3.035	.004		
Job satisfaction	.156	.137	.190	1.139	.259	.263	3,797
Work environment	.410	.120	.570	3.416	.001	.263	3,797

*Source:*Data processed, 2023

Based on table 5 above, it shows that the Variance Inflation Factor (VIF) value is 3.797 <10 and the Tolerance value is 0.263> 0.1, on the variables used in the study. This shows that there is no multicollinearity in the regression model of this study and meets the requirements for use in this study.

Heteroscedasticity Test is a test conducted to test the predicted value of the dependent variable. ZPRED with its residual SPECID. Testing for the presence or absence of heteroscedasticity can be done by looking at the presence or absence of a certain pattern in the scatterplot graph between SRESID and ZPRED. The analysis data is, if there is a certain pattern, such as the existing points form a certain regular pattern (wavy, widening then narrowing), then it indicates that heteroscedasticity has occurred. If there is no clear pattern, and the points are spread above and below the number 0 on the Y axis, then heteroscedasticity does not occur.

Figure 3. Heteroscedasticity Test Results
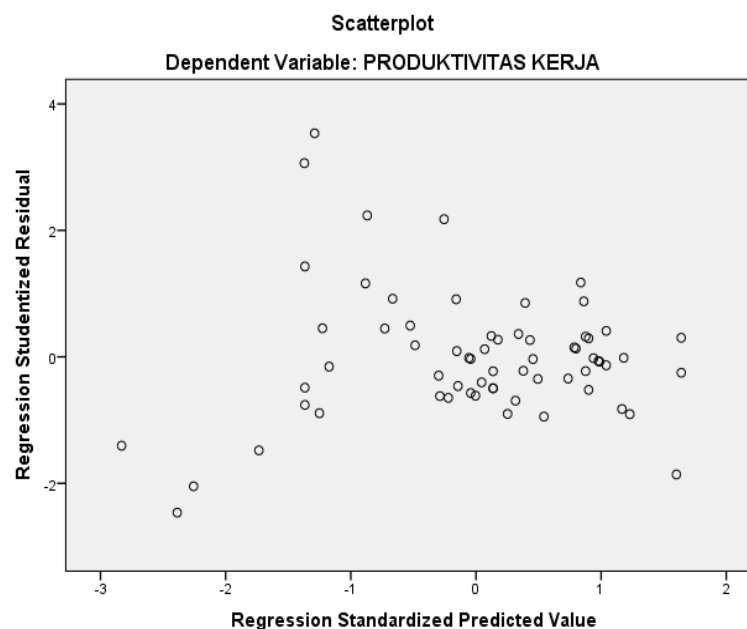
Source: SPSS V.2 Data Processing Results

Judging from the figure 6 above, it can be concluded that the heteroscedasticity test using the scatterplot graph does not show a clear graphic pattern. The graphic data in the figure above is spread above and below the number 0 (zero) and below the Y axis, therefore it can be interpreted that the test results above show no heteroscedasticity in the regression model. This analysis is used to determine the effect of a variable from the Work Productivity variable (Y) which is related to the Job Satisfaction variable (X_1) and Work Environment (X2).

Table 5 Multiple Linear Regression Test Results

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	8,580	2,827		3.035	.004
Job satisfaction	.156	.137	.190	1.139	.259
Work environment	.410	.120	.570	3.416	.001

Source:Data processed, 2023

Based on the results of the multiple linear regression test calculations in table 4.6 above, the multiple linear regression equation can be compiled as follows:

$$Y = 8{,}580 + 0.156\ X1 + 0.410\ X2$$

The coefficients of the multiple linear regression equation above can be interpreted as follows, a = 8.580 means that if the value of X (Job Satisfaction and Work Environment = 0 (zero), then the value of Y (Productivity) will show a level or of 8.580 or in other words if there is no Job Satisfaction and Work Environment then Productivity 8.580. $\beta1$ = 0.156 this shows that the regression coefficient of the Job Satisfaction variable has a positive regression direction, where every 1 (one) point increase in the value of X1 (Job Satisfaction) then the value of Y (Productivity) will increase by 0.156. $\beta2$ = 0.410 this shows that the regression coefficient of the Work Environment has a positive regression direction, where every 1 (one) point increase in the value of X2 (Work Environment) then the value of Y (Productivity) will increase by 0.410.

The coefficient of determination essentially measures how far the model's ability to explain the dependent variables. This coefficient is used to determine the magnitude of the influence of Job Satisfaction (X1) and Work Environment (X2) on the Productivity Variable (Y). The following are the results of the R2 Determination Coefficient test, namely:

Table 7 R2 Determination Coefficient Test Results

Model Summaryb

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.739a	.546	.532	3,737

*Source:*Data processed, 2023

Based on table 7 above, the R Square or R2 value is 0.546 or 54.6%. These results indicate that the Productivity variable (Y) is influenced by the Job Satisfaction variable (X1) and Work Environment (X2), so that 45.4% is determined by other variables that were not carried out or used in this study.

In this study, the t-test is used to test whether or not there is a significant partial influence of each independent variable (X) with the dependent variable (Y), namely the significant influence of Satisfaction (X1) and Work Environment (X2) significantly on Productivity (Y). To determine the value of the t-statistic table, a significance level of 5% (0.05) is determined with degrees of freedom df = (nk-1), where n is the number of respondents and k is the number of variables. The results of the t-test can be seen in the following table.

Table 8 t-Test Results

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	8,580	2,827		3.035	.004
Job satisfaction	.156	.137	.190	1.139	.259
Work environment	.410	.120	.570	3.416	.001

*Source:*Data processed, 2023

Based on the results of table 4.8 above, the results of the t-test are as follows, from the results of the t-test calculation above, it can be seen that t count (1.139) < (1.670) with a significant value of the Job Satisfaction variable (X1) of 0.259, which is smaller than 0.05 or 5%. So it can be concluded that Ho is accepted and Ha is rejected, meaning that Job Satisfaction has no significant effect on Productivity.

From the results of the t-test calculation in table 4.8 above, it can be seen that t count (3.416)> t table (1.670) with a significant value of 0.001 which is smaller than 0.05 or 5%. So it can be concluded that Ho is rejected and Ha is accepted, meaning that the work environment has a significant effect on productivity.

Simultaneous testing is conducted to determine whether Job Satisfaction (X1) and Work Environment (X2) simultaneously have a significant effect on Productivity. The level of significance used is 5% or 0.05 with degrees of freedom df = (nk-1), where n is the number of respondents and k is the number of variables. The results of the t-test can be seen in the following table:

Table 6F Test Results

ANOVA

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1041.790	2	520,895	37,308	.000b
	Residual	865,656	62	13,962		
	Total	1907.446	64			

A. Dependent Variable: Productivity
B. Predictors: (constant), Work environment, Job satisfaction
Source: SPSS V.20 Data Processing Results

From the results of the F test calculation in table 9 above, it can be seen that F count (37.308) > F table (3.145) with a significant value of 0.000 which is less than 0.05 or 5%. So it can be concluded that Ho is rejected and Ha is accepted, meaning that the variables Job Satisfaction (X1) and Work Environment (X2) together (simultaneously) have a positive and significant effect on Productivity.

DISCUSSION

Job Satisfaction variable has a positive and significant effect on Work Productivity at PT. Pondok Indah Padang Golf. because the t-count value is greater than t-table with a value of 1.139 <1.670. In addition, it is known that the significant value is 0.259 where the significant value is less than 0.05 or 5%, then Ho is accepted and Ha is rejected, meaning that Job Satisfaction does not have a positive and significant effect on Employee Productivity at PT Pondok Indah Padang Golf.

The Work Environment variable has a positive and significant effect on Employee Performance at PT. Pondok Indah Padang Golf. because tcount is greater than ttable with a value of 3.416 > 1.670. In addition, it is known that the significant value is 0.001 where the significant value is smaller than 0.05 or 5%, then Ho is rejected and Ha is accepted, meaning that the Work Environment has a positive and significant effect on Employee Performance at PT. Pondok Indah Padang Golf.

Job Satisfaction and Work Environment together have a positive and significant effect on Employee Performance at PT. Pondok Indah Padang Golf. Based on the results of the F test above, it is known that the Fcount value> Ftable (37.308> 3.145) where the Fcount value is

greater than the Ftable value. In addition, it is known that the significant value is 0.000 <0.05 or 5% which means the significant value is smaller than 0.05 or 5%, then Ho is rejected and Ha is accepted which means that the variables Job Satisfaction and Work Environment together have a positive and significant effect on Employee Productivity at PT. Pondok Indah Padang Golf.

CONCLUSION

Many factors can affect work productivity. Each company has different supporting factors in work productivity. In this study that has been conducted by researchers based on the discussion and data processing, it can be concluded. Job satisfaction has no positive and insignificant effect on employee productivity at PT. Pondok Indah Padang Golf. Because the value of t count is smaller than the value of t table with a value of 1.139> 1.670 In addition, it is also known that the significant value of 0.259 is smaller than 0.05 or 5% therefore it is concluded that Ho is accepted and Ha is rejected, meaning that job satisfaction has no positive and insignificant effect on employee productivity at PT. Pondok Indah Padang Golf.

Work Environment has a positive and significant effect on Employee Productivity at PT Pondok Indah Padang Golf. Because the value of t count is greater than the value of t table with a value of 3.416> 1.670, it is also known that the significant value of 0.01 is smaller than 0.01 is smaller than 0.05 or 5%, therefore it is concluded that Ho is rejected and Ha is accepted with the meaning that the Work Environment has a positive and significant effect on Productivity at PT. Pondok Indah Padang Golf.

Job Satisfaction and Work Environment variables together have a positive and significant effect on Work Productivity on Productivity at PT. Pondok Indah Padang Golf. Because the results of the F test show that the F count value is greater than F table with a value of 37.308> 3.145. In addition, it is known that the significant value is 0.000 <0.05 or 5% which means the significant value is smaller than 0.05 or 5% which concludes Ho is rejected and accepts Ha. In the sense that the variables of Job Satisfaction and Work Environment together have a positive and significant effect on employee Productivity at PT. Pondok Indah Padang Golf.

Based on the results of the research that has been done, it can provide suggestions that can be used as input and consideration. Here are some suggestions given, namely in order to maintain the stability of employee productivity, the company must pay attention to the existing work environment, the relationship between fellow employees that must be established well, and the relationship with superiors and subordinates that must always be established well.

LIMITATION

This study was conducted in accordance with scientific procedures, however, there are still some limitations, namely when filling out the questionnaire, some respondents have different levels of understanding and there is a possibility of errors in interpreting the available statements, limitations in the research time because this study was only carried out until January 2025 and limitations on respondents when filling out the questionnaire, namely sometimes respondents fill out the questionnaire does not show the actual situation.

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