Analysis Of Work Environment, Work Motivation, And Job Training On Work Productivity At PT OCS Global Services

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ABSTRACT

This study analyzes the influence of the work environment, work motivation, and job training on employee productivity at PT OCS Global Services. The research employs a quantitative approach using multiple regression analysis. Data were collected through questionnaires distributed to 71 respondents. The findings of this study indicate that: (1) The work environment has a positive and significant effect on work productivity (t-value 3.549 > t-table 1.996; sig. 0.001); (2) Work motivation has a positive and significant effect on work productivity (t-value 3.046 > t-table 1.996; sig. 0.005); (3) Job training has a positive and significant effect on work productivity (t-value 2.751 > t-table 1.996; sig. 0.011); (4) Collectively, the three independent variables have a positive and significant effect on work productivity (F-value 14.697 > F-table 2.74; sig. 0.000), with a contribution of 62.9% (R^2 = 0.629). The study concludes that the work environment, work motivation, and job training are significant factors in improving employee productivity at PT OCS Global Services. It is recommended that the company enhance educational and employee development opportunities, optimize continuous training programs, and effectively utilize work experience through performance evaluations and an appropriate reward system.

INTRODUCTION

Human Resources (HR) are a crucial asset in achieving a company's goals and carrying out its operations. According to (Jannah, 2021), HR management includes recruitment, selection, development, maintenance, and utilization of human resources to achieve both personal and organizational objectives. Companies must manage HR effectively to enhance employees' skills, abilities, and competitiveness, which supports the company's success. (Anusi & Mutambara,

2024) state that every organization operating in a competitive market must design plans and strategies aligned with current industry conditions. Ensuring that employees receive optimal resources is a strategy for sustaining competition and driving successful performance.

Employees play a crucial role as a company's primary resource, serving as a benchmark for assessing both input and output, particularly in achieving corporate targets. This process is known as work productivity, which is defined as the timely completion of tasks according to established standards. To enhance work productivity, companies need to create a conducive and comfortable workplace while providing motivation and training to employees to achieve optimal performance (Nursifa, 2018). Work productivity also encompasses improvements in attitude, ethics, mentality, and job skills that drive performance and efficiency in task execution (Oktiani, Kurniasari, & Utami, 2019). Thus, a company is considered successful in achieving its objectives if employees work efficiently and productively, whereas if employees are unproductive, the company is deemed to have failed in meeting its goals (Putra & Mujiati, 2022).

The work environment is one of the key elements influencing productivity levels. (Ayunasrah, Ratnawati, Diana, & Ansari, 2022) indicate that a supportive work environment can enhance employee satisfaction and performance. Adequate facilities enable employees to complete their tasks more efficiently. A comfortable and harmonious workplace, along with a culture of mutual respect, fosters high morale, improves focus, and enhances employee performance, ultimately optimizing the company's workflow.

Additionally, work motivation significantly impacts productivity. According to (Mangkunegara Prabu, 2008), motivation is an internal drive that encourages individuals to work enthusiastically to achieve specific goals. Providing appropriate motivation fosters enthusiasm and commitment among employees, helping them attain both personal satisfaction and the company's strategic objectives.

Work training also serves as an essential supporting factor. Effective training management enables employees to acquire new knowledge and skills that enhance their performance. (Mangkunegara Prabu, 2008) defines training as a structured process designed to impart technical skills and knowledge with clear and organized objectives.

PT OCS Global Services, established in 1900 and operating in various regions, including Indonesia, offers a range of facility services such as cleaning, catering, pest control, and more. The company has been present and operating in Indonesia since 2022, focusing on hospital cleaning services. It employs a team comprising Managers, Supervisors, and Cleaners to ensure service efficiency.

This study aims to evaluate various factors affecting and hindering work productivity at PT OCS Global Services, particularly in the patient room cleaning department. One of the primary issues identified is the time required to complete room cleaning tasks, which often exceeds the designated timeframe. This delay affects the hospital's operational efficiency, as it postpones room availability for scheduled patients. Consequently, these delays also impact patient comfort, as they have to wait longer for a ready-to-use room.

LITERATURE REVIEW

Work Productivity

(Sutrisno, 2010) stated that work productivity is related to a mindset that continuously strives for improvement and seeks to enhance performance daily. This encourages individuals to keep developing and avoid complacency with their current achievements.

According to (Wibowo, 2012), work productivity reflects the balance between input and output with efficiency. Meanwhile, (Hasibuan, 2008) defines productivity as the ratio between output and input, where its improvement positively impacts time efficiency, workforce effort, and employee skills.

Work Environment

According to (Wijaya & Susanty, 2017), the work environment refers to factors surrounding employees that can influence them while performing their assigned tasks. Meanwhile, (Rulianti & Nurpribadi, 2023) state that the work environment encompasses all aspects within the employee's workspace that impact job satisfaction while carrying out tasks to achieve optimal results. Within this environment, various facilities support employees in completing their work, ultimately enhancing productivity within the company.

Work Motivation

Motivation refers to an internal drive that compels individuals to take action, encompassing desires, aspirations, and energy. Motivation can stem from both internal factors within an individual and external influences, such as leadership. According to (Kariyamin, Hamzah, & Lantara, 2023), motivation is also shaped by a leader's ability to inspire employees. Without motivation, employee productivity declines, whereas high motivation leads to increased productivity. Furthermore, motivation can be described as the direction, intensity, and continuous effort exerted to achieve desired targets (Juniarti Juniarti, 2024).

Job Training

Training aims to equip employees with the necessary skills, knowledge, and attitudes to support organizational goals (Kinanti, Sudiarditha, & Kasmir, 2018). Proper and professional training is crucial for the sustainability of an organization. Work training serves as a process to balance an employee's skills and knowledge (Febrian & Alfiyanti, 2023). Without effective training, human resource development may face obstacles. Training provides employees with specific skills applicable to their tasks, ultimately contributing to the achievement of organizational objectives (Jambak, Lase, Telaumbanua, & Hulu, 2023).

Conceptual Framework

Based on existing theories and previous research findings, the conceptual framework can be developed as follows:

Analysis of Work Environment (X1) on Employee Productivity

The work environment significantly influences employee productivity, encompassing physical factors such as lighting, temperature, and cleanliness, as well as non-physical factors like interpersonal relationships and a supportive organizational culture. A comfortable work environment can reduce stress, increase motivation, engagement, and work efficiency, contributing to productivity. Research by Neisa Hutabarat (2020) and Yuni Saputri (2021) indicates that good relationships among employees and workplace security can enhance productivity.

Analysis of Work Motivation (X2) on Employee Productivity

Work motivation enhances employee productivity by improving efficiency, focus, and mental well-being. Highly motivated employees work harder, complete tasks with high quality, and are more engaged in their work. This has a positive impact on team dynamics and skills through training. Studies by Nur Aini Uma (2017) and Vyo Sandra Suseno (2013) also demonstrate a relationship between motivation and employee productivity.

Analysis of Work Training (X3) on Employee Productivity

Training equips employees with specific knowledge and skills that can be directly applied to their jobs (Setiawan et al., 2021). Proper training also increases motivation and job satisfaction, reduces operational costs, and facilitates adaptation to changes. Research by Nur Aini Uma (2017) and Ryani Noviyanti et al. (2021) suggests that training positively impacts

employee productivity. Additionally, creating a supportive work environment and providing training can improve work efficiency (Nursifa, 2018).

Analysis of Work Environment (X1), Work Motivation (X2), and Work Training (X3) on Employee Productivity

Sutrisno (2017) explains that employee productivity is influenced by three key elements: a comfortable work environment, high motivation, and effective work training. A good work environment enhances concentration, motivation drives optimal performance, and training ensures adequate skills. These three factors collectively contribute to increased productivity. This research aligns with findings by (Adi & Saptono, 2023), which state that the work environment, work motivation, and work training collectively contribute significantly to improving employee productivity.

Based on the theories and explanations above, a conceptual framework or diagram can be developed as a guideline for structuring this research.

Figure 1 Conceptual Framework
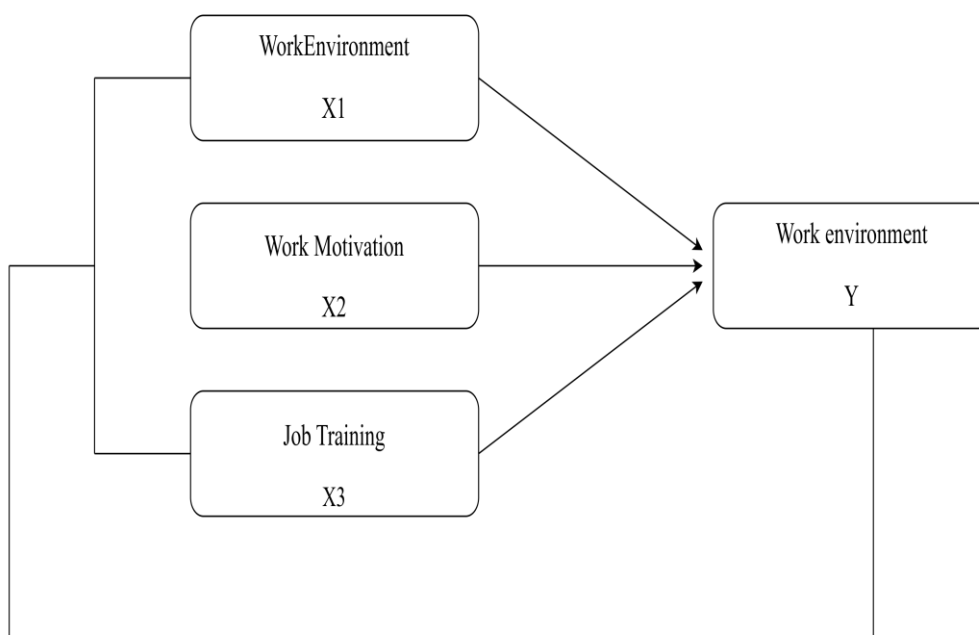
Based on the relationship between the formulated research problems, the initial hypotheses of this study can be structured as follows:

1   A good work environment (X1) is suspected to have a significant positive effect on work productivity (Y).

2   Effective work training (X2) is suspected to have a significant positive effect on work productivity (Y).

3   High work motivation (X3) is suspected to have a significant positive effect on work productivity (Y).

4   Simultaneously, a conducive work environment (X1), strong work motivation (X3), and efficient work training (X2) are suspected to have a significant positive effect on work productivity (Y).

METHODS

Data Analysis Technique

This study employs a multiple regression analysis approach. The data processing techniques applied include calculating the relationships between variables through multiple correlation analysis, as well as measuring the extent to which independent variables explain the dependent variable. Additionally, partial significance tests are conducted for each independent variable, and the overall model is evaluated using variance analysis (ANOVA).

Validity and Reliability Tests

The validity test is used to determine whether a questionnaire is legitimate or not. A questionnaire is considered valid if its questions can accurately measure the intended aspects (Manullang & Pakpahan, 2014). According to (Sugiyono, 2016), to assess the feasibility of items in a questionnaire distributed to respondents, a validity test is required for each question. If the validity value exceeds 0.30, the question item is considered valid.

Classical Assumption Test

The Classical Assumption Test aims to evaluate data conditions to ensure the appropriate selection of the analytical model. In multiple regression models, the data must meet classical assumptions to prevent biased hypothesis testing results. Several classical assumption tests that must be satisfied include: Normality Test, Multicollinearity Test, and Heteroscedasticity Test.

Multiple Linear Regression Analysis

The analytical model applied in this study is multiple linear regression. According to (Zahara & Zannati, 2018), multiple linear regression analysis is used to predict changes in the dependent variable (criterion) based on changes in two or more independent variables as predictor variables. This model helps determine regression coefficients and significance, making it useful for hypothesis testing. (Darma, 2021) states that the multiple linear regression equation used can be explained as follows:

$$y = \alpha + \beta_1 X_1 + \beta_2 X_2 + \beta_3 X_3 + \in$$

Where:

y = Work Productivity

α = Intercept

$\beta_1, \beta_2, \beta_3$ = Regression Coefficients

X_1 = Work Environment

X_2 = Work Motivation

X_3 = Job Training

$\in$ = Disturbance Error or Residual Error

RESULTS

Validity Test

The validity test refers to the extent to which a measurement tool accurately measures what it is intended to measure. This is conducted by correlating the scores obtained from each question item with the total individual score (Darmilisani, Istiqamah, & Hasibuan, 2024). The

validity test is performed using computer software, specifically the SPSS program. In this study, the validity test was conducted on 71 respondents.

Table 1 Reliability Test Results

Variable	Question Items	Corrected Item Correlation	r-mean
Work Environment (X1)	X1,1	0,604	0,30
	X1,2	0,526	
	X1,3	0,588	
	X1,4	0,676	
	X1,5	0,591	
	X1,6	0,594	
	X1,7	0,597	
	X1,8	0,552	
Work Motivation (X2)	X2,1	0,396	0,30
	X2,2	0,412	
	X2,3	0,356	
	X2,4	0,316	
	X2,5	0,313	
	X2,6	0,427	
	X2,7	0,373	
	X2,8	0,362	
Job Training (X3)	X3.1	0,402	0,30
	X3.2	0,492	
	X3.3	0,377	
	X3.4	0,378	
	X3.5	0,364	
	X3.6	0,484	
	X3.7	0,367	
	X3.8	0,440	
Work Productivity (Y)	Y1	0,393	0,30
	Y2	0,469	
	Y3	0,500	
	Y4	0,473	
	Y5	0,325	
	Y6	0,359	
	Y7	0,331	
	Y8	0,345	

The validity test results demonstrate that all calculated values for the questionnaire items in each variable exceed 0.30. This indicates that all questionnaire items are considered valid and suitable for use in this study.

Reliability Test

The reliability test determines how well a questionnaire can consistently measure variables or constructs. A questionnaire is considered credible if study participants' replies are consistent or stable throughout time. In this study, reliability is assessed using the Cronbach's Alpha coefficient, with a value greater than 0.60 indicating that the construct or variable is dependable.

Table 2 Uji Reliabilitas

Variable	Cronbach's Alpha	N of Items
Work Environment (X1)	0,723	8
Work Motivation (X2)	0,833	8
Job Training (X3)	0,682	8
Work Productivity (Y)	0,760	8

From the table above, the Cronbach's Alpha values for the variables in this study are greater than 0.60. This indicates that the questionnaire used has adequate reliability for further testing.

Classical Assumption Test

The classical assumption test aims to ensure that the regression model meets specific requirements necessary for the analysis results to be reliable and valid. One of the assumptions tested is the normality of residuals, which can be examined through histogram analysis, the Normal P-Plot, and the Kolmogorov-Smirnov test. Additionally, other tests, such as the multicollinearity test, are required to determine whether there is a significant linear correlation between independent variables in the model, which could affect the reliability of the regression analysis results.

Histogram Test

The histogram test is a simple yet essential graphical analysis method used to examine the distribution of data or residuals. It helps in understanding data characteristics, evaluating model assumptions, and detecting potential issues in the analysis.
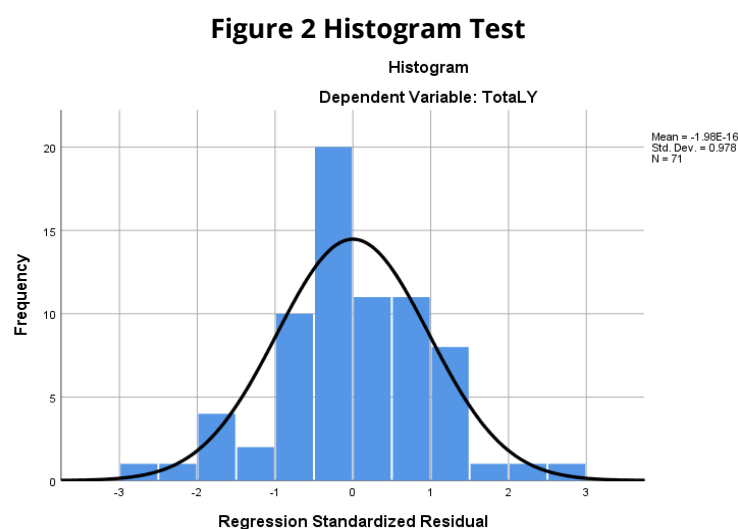
Figure 2 Histogram Test

Figure 2 shows the distribution of standardized regression residuals for the dependent variable "TotalY." The residual distribution looks to be roughly normal, with a mean close to zero and a standard deviation of around 0.978. Overall, this suggests that the regression analysis's assumption of residual normality is most likely correct. However, additional analysis (such as statistical normality tests like the Kolmogorov-Smirnov or Shapiro-Wilk test) may be required for further validation.

P-Plot Test

The Normal P-Plot of standardized residual cumulative probability is used to determine whether the data is normally distributed by looking at how the data points align with the normal line. If the data points are spread out along the diagonal line, the normality assumption is met, suggesting that the data has a normal distribution.

Figure 3 P-Plot Test
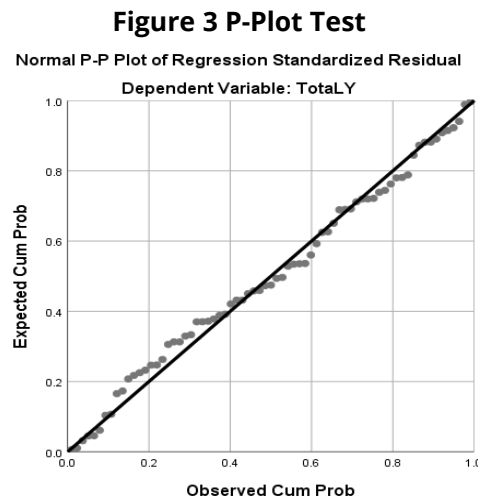
In Figure 3, the Normal P-Plot of Standardized Regression Residuals shows that the data points are scattered around the diagonal line, indicating that the residuals follow a normal distribution. If the points tend to align with the diagonal line, the residuals can be considered normally distributed. However, if the points deviate significantly from the line, it may suggest issues with non-normal residual distribution.

Kolmogorov-Smirnov Test

The Kolmogorov-Smirnov test evaluates normalcy by assessing the p-value. If the p-value exceeds alpha, the normalcy assumption is accepted. At a significance level of 5% (0.05), if the Asymp. Sig (2-tailed) value is greater than 0.05, the residual variable can be considered normal.

Table 3 Kolmogorov-Smirnov Test

One-Sample Kolmogorov-Smirnov Test		
		Unstandardized Residual
N		71
Normal Parameters[a,b]	Mean	Normal Parameters[a,b]
	Std. Deviation	1.27777057
Most Extreme Differences	Absolute	Most Extreme Differences
	Positive	.066
	Negative	-.036
Test Statistic		.062
Asymp. Sig. (2-tailed)		.200[c,d]
N		
Normal Parameters[a,b]		
c. Lilliefors Significance Correction.		
Most Extreme Differences		

The Asymp. Sig value comes from the One-Sample Kolmogorov-Smirnov Test table. The (2-tailed) Sig. indicates that the research data is normally distributed. According to the results of the Kolmogorov-Smirnov test, the significance level is 0.200, which is higher than 0.05 (0.200 > 0.05).

Multicollinearity Test

The multicollinearity test determines if a regression model's dependent and independent variables are correlated or collinear. If the tolerance value exceeds 0.1 and the Variance Inflation Factor (VIF) is less than 10, the multicollinearity test is deemed acceptable, suggesting that there are no multicollinearity difficulties. If the tolerance value is less than 0.1 and the VIF is more than 10, multicollinearity occurs. The multicollinearity test yielded the following results:

Table 4 Multicollinearity Test Results

| Coefficients[a]							
Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
1 (Constant)	12.521	2.102		5.957	.000		
TotalX1	.216	.086	.276	2.520	.014	.500	2.000
TotalX2	.195	.093	.294	2.095	.040	.305	3.280
TotalX3	.214	.107	.286	2.002	.049	.294	3.400
a. Dependent Variable: TotalY							

According to the collected data, the work environment has a tolerance value of 0.500, work motivation of 0.305, and job training of 0.294, all of which suggest tolerance values larger than 0.1. Meanwhile, the VIF values for the work environment, work motivation, and job training are 2.000, 3.280, and 3.400, indicating that they are less than 10. As a result, we may infer that this study has no multicollinearity issues.

Heteroscedasticity Test

The heteroscedasticity test is used to detect whether there is a variance difference between one observation and another in a regression model. This test is normally carried out using a scatter plot graph. The heteroscedasticity test is regarded as valid if the points are uniformly distributed above and below the Y-axis value of zero. The findings of the heteroscedasticity test are given as follows:

Figure 4 Heteroscedasticity Test
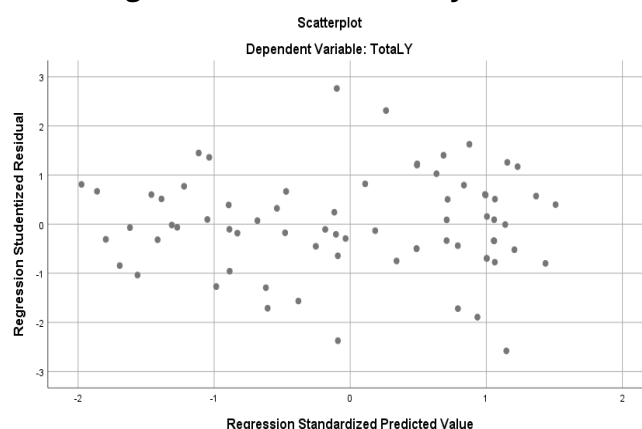
The scatterplot analysis results in the image above reveal that the data distribution does not follow a consistent pattern and is scattered about the Y-axis value of 0, both above and below. As a result, we may infer that this study has no heteroscedasticity issues.

Multiple Linear Regression

Multiple linear regression analysis assesses the strength of correlation, link, or influence between independent and dependent variables. This study determines if each independent variable has a positive or negative relationship with the dependent variable, as well as the direction of that relationship. The findings of the SPSS-based multiple linear regression analysis are shown below.

Figure 5 Multiple Linear Regression

Coefficients[a]								
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	12.521	2.102		5.957	.000		
	TotalX1	.216	.086	.276	2.520	.014	.500	2.000
	TotalX2	.195	.093	.294	2.095	.040	.305	3.280
	TotalX3	.214	.107	.286	2.002	.049	.294	3.400
a. Dependent Variable: totally								

The coefficient values for the independent variables (work environment, motivation, and job training on productivity) are shown in the table above. The collected correlation coefficient values can then be utilized to build the following regression equation:

$$Y = 12.521 + 0.216\,X1 + 0.195\,X2 + 0.214\,X3 + e$$

F-test

The F-test, often referred to as the simultaneous test, is conducted to examine the relationship between all independent variables—Work Environment, Work Motivation, and Job Training—and the dependent variable, Work Productivity. This test also assesses whether the hypothesis should be accepted or rejected. The results of the simultaneous hypothesis test are presented as follows:

Figure 6 F-test

ANOVA[a]						
Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	568.455	3	189.485	33.240	.000[b]
	Residual	381.940	67	5.701		
	Total	950.394	70			
a. Dependent Variable: totally						
b. Predictors: (Constant), TotalX3, TotalX2, TotalX1						

Based on the table above, the recorded significance value is 0.000, indicating that H0 is rejected and H4 is accepted. This means that factors such as Work Environment, Work Motivation, and Job Training have a significant simultaneous influence on Work Productivity.

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Partial Test (T-Test)

This partial test aims to determine the significance of the relationship between the dependent variable and each independent variable individually. The following findings were obtained from the partial test in this study:

Table 7 Partial Test (T-Test)

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
	(Constant)	12.521	2.102		5.957	.000		
	TotalX1	.216	.086	.276	2.520	.014	.500	2.000
	TotalX2	.195	.093	.294	2.095	.040	.305	3.280
	TotalX3	.214	.107	.286	2.002	.049	.294	3.400
a. Dependent Variable: totally								

Coefficient of Determination Test (R^2)

In multiple linear regression, the Coefficient of Determination, also known as R Square, is used to calculate the extent of contribution or influence of productivity as the independent variable on work environment, motivation, and job training as the dependent variables. Its value ranges between 0 and 1. A low R Square score suggests that the independent factors cannot fully explain the dependent variable. In contrast, when the value approaches 1, the independent variables almost fully contribute to forecasting the dependent variable. The results of the coefficient of determination test are as follows:

Table 8 Coefficient of Determination Test (R^2)

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	R Square Change	F Change	df1	df2	Sig. F Change	Durbin-Watson
1	.773ª	.598	.580	2.388	.598	33.240	3	67	.000	1.398
a. Predictors: (Constant), TotALX3, TotalX1, TotalX2										
b. Dependent Variable: totally										

The model summary shows an Adjusted R Square value of 0.598, indicating that the independent variables—work environment, motivation, and job training—can explain 59.8% of the dependent variable. Meanwhile, the remaining 40.2% is influenced by factors not addressed in this study.

DISCUSSION

The T-test and F-test were used to examine multiple linear regression using Employee Productivity at PT. OCS Global Service as the dependent variable. The T-test is designed to assess the individual impact of independent variables—Work Environment, Work Motivation, and Job Training—on work productivity. Meanwhile, the F-test is used to evaluate if the three independent variables have a combined (simultaneous) effect on the dependent variable. Data research with SPSS reveals that the Work Environment, Work Motivation, and Job Training variables all have a substantial impact on Employee Productivity at PT. OCS Global Services simultaneously.

The Influence of Work Environment on Work Productivity

Based on the findings of this study, the partial hypothesis testing for the independent variable, namely the work environment, on work productivity shows a t-value of 2.520 and a t-table value of 1.996008, indicating that t-value > t-table (2.520 > 1.996008). Additionally, the significance value is 0.014, which is lower than 0.05 (0.014 < 0.05). Therefore, it can be concluded that the work environment variable has a positive and significant partial effect on employee productivity at PT. OCS Global Services. This conclusion is supported by the calculations, which demonstrate that the work environment influences work productivity.

This study is supported by Afandi's (2021:66) theory, which states that the work environment encompasses all elements surrounding employees that can affect their satisfaction in performing tasks, ultimately leading to optimal results. A conducive work environment also provides facilities that support employees in completing their assigned tasks, aiming to enhance their performance within the company.

Furthermore, this study supports the notion of (Rulianti & Nurpribadi, 2023), which claims that the work environment encompasses all aspects influencing employees' job happiness, allowing them to produce optimal performance. Various amenities are accessible in the workplace to help employees complete their jobs, hence increasing employee productivity inside the organization.

The Influence of Work Motivation on Work Productivity

This study found that job motivation has a significant impact on employee productivity at PT. OCS Global Services. This conclusion is based on the findings of the t-test, which reveals a t-value of 3.549, bigger than the t-table value of 1.996008, and a significance value of 0.005, which is lower than 0.05. As a result, work motivation is critical for increasing staff productivity. These findings are corroborated by (Fahlevi, 2018), who claims that motivation is critical in guiding employees' abilities and competencies, motivating them to perform at their peak to reach company goals.

Furthermore, this study aligns with previous research by (Parashakti & Noviyanti, 2021), which suggests that an increase in employee motivation leads to higher work productivity. Conversely, when motivation is low, work productivity tends to decline. Providing incentives, job promotions, or rewards from the company can serve as encouragement, motivating employees to perform their tasks more effectively.

The Influence of Job Training on Work Productivity

This study indicates that job training has a positive and significant partial effect on employee productivity at PT. OCS Global Services. The conclusion is based on the t-test results, which show a t-value of 2.751, greater than the t-table value of 1.996008, with a significance value of 0.011, which is less than 0.05 (0.011 < 0.05). Thus, job training is proven to influence employee productivity. This research is supported by the theory of (Kinanti et al., 2018), which states that training aims to enhance employee capabilities by improving skills, knowledge, and work-related behaviors.

Additionally, this study aligns with previous research by (Mutiasari, Rahmawati, & Suseno, 2021), which analyzed the influence of motivation, physical work environment, work discipline, and training on employee productivity at Perusahaan Umum Daerah Air Minum Tirta Wijaya, Cilacap Regency.

Their findings indicate that an increase in employee motivation leads to a significant rise in work productivity, while low motivation tends to result in decreased productivity. Furthermore, company support in the form of incentives, job promotions, or rewards can further enhance employee motivation, encouraging them to work more efficiently.

The Influence of Work Environment, Work Motivation, and Job Training on Work Productivity

Based on the findings of this study, it can be concluded that, simultaneously, the variables work environment, work motivation, and job training have a positive and significant influence on the work productivity of employees at PT OCS Global Services. This conclusion is supported by the F-test results, which show an F-calculated value of 14.697, greater than the F-table value of 2.74, with a significance value of 0.000, which is less than 0.05 (0.000 < 0.05).

These findings align with the study conducted by (Adi & Saptono, 2023) on The Influence of Job Training, Work Motivation, and Work Environment on Work Productivity at PT Perusahaan Gas Negara Tbk Bogor. Their study demonstrated that the work environment, work motivation, and job training simultaneously have a positive and significant effect on work productivity.

CONCLUSION

Based on the results of the research conducted, the researcher draws the following conclusions:

1. The study yielded a t-value of 3.549 and a t-table of 1.996008. The work environment of PT. OCS Global Services positively impacts employee productivity, as shown by the t-value (3.549 > 1.996008) and significance value (0.001, < 0.05).
2. The investigation yielded a t-value of 3.046, while the t-table value was 1.996008. The t-value is higher than the t-table value (3.046 > 1.996008), and the recorded significance value is 0.005, which is less than 0.05 (0.005 < 0.05), indicating that work motivation has a positive and significant effect on staff productivity at PT. OCS Global Services.
3. The study found a t-value of 2.751 and a t-table value of 1.996008. Job training at PT. OCS Global Services has a positive and significant influence on staff productivity, as indicated by a t-value greater than the t-table value (2.751 > 1.996008) and a significance value of 0.011 (0.011 < 0.05).
4. The study found an F-value of 14.697 for the combined effect of work environment, motivation, and training on employee productivity, with an F-table value of 2.74. The F-value is greater than the F-table value (14.697 > 2.74) and the measured significance value is 0.000, which is less than 0.05 (0.000 < 0.05), indicating that work environment, motivation, and job training all have a positive and significant effect on employee productivity at PT. OCS Global Services.

SUGGESTION

Based on the research findings, the researcher proposes the following recommendations:

1. Work Environment Variable: It is recommended that the company organize training programs focusing on communication and collaboration. One approach is to conduct training sessions on communication skills, teamwork, and conflict resolution to enhance team dynamics. Additionally, the company could arrange team-building activities such as outings or workshops aimed at strengthening employee relationships and building trust. Improving collaboration facilities, such as providing discussion spaces or utilizing digital tools for seamless team communication, setting clear team goals with specific roles to maximize contributions, and fostering a culture of positive and constructive feedback will help maintain team morale and improve cooperation among colleagues.

2. Work Motivation Variable: Regular surveys should be conducted to identify issues related to workplace facilities and employee needs. Training on the importance of ergonomics and workplace health should be provided to employees to minimize physical discomfort and injuries. By implementing these measures, the company can enhance employees' physical comfort and create a work environment that better supports employee well-being.

3. Job Training Variable: It is suggested that the company upgrade existing training facilities, ensuring that training rooms are equipped with supportive technology such as projectors, interactive screens, and other relevant tools. Providing access to digital training materials should also be considered by offering an online training platform or a Learning Management System (LMS), allowing employees to access materials anytime.

4. Work Productivity Variable (Y): Employee motivation can be improved by offering rewards or recognition for outstanding performance. Additionally, creating a supportive work atmosphere by providing comfortable facilities and fostering open communication between managers and employees can help establish a more positive work environment. Encouraging employee participation in decision-making and granting them more responsibilities can strengthen their sense of ownership and motivation at work.

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