

Volume: 2
Number: 2
Page: 107 - 110

Article History:

Received: 2023-08-12
Revised: 2023-09-15
Accepted: 2023-10-16

THE INFLUENCE OF WORK ETHIC, WORK DISCIPLINE, AND PHYSICAL WORK ENVIRONMENT OF PRODUCTIVITY EMPLOYEES AT PT JENGALA KERAMIK BALI IN JIMBARAN BADUNG REGENCY

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Abstract:

This research was conducted at PT. Jenggala Keramik Bali is a company that operates in the production sector by analyzing HR management objects, namely work ethic, work discipline, and physical work environment on employees' work productivity. In this research, using multiple linear regression analysis techniques and formulas, a saturated sample is where the entire population in the study is totaled. Eighty-four employees and members were used as samples because they were prominent, less than 100 people. The data analysis technique used is multiple linear regression analysis. This research shows that work ethic, discipline, and physical work environment influence the productivity of production employees at PT Jenggala Keramik Bali. For further research, the variables of job satisfaction, work stress, and work-family conflict will be added to find other factors influencing nurse performance. Further research is also recommended to expand the scope of research so that it can provide a broader paradigm view.

Keywords: Work Ethic, Work Discipline, Physical Work Environment, Work Productivity.

Cite this as: SAPUTRA, I. W., JULIARTHA, I. K., DHARMANEGARA, I. B. A. (2023). "The Influence of Work Ethic, Work Discipline, and Physical Work Environment of Productivity Employees at PT Jenggala Keramik Bali in Jimbaran Badung Regency." *Journal of Governance, Taxation, and Auditing*, 2 (2), 107 - 110.



INTRODUCTION

The development of the business world in the current era of globalization is running increasingly rapidly because technological and communication advances have advanced human lifestyles. The large number of goods and services on offer means that people have to be more thoughtful and more selective in choosing goods and services, which will create increasingly tighter business competition. Every company needs to monitor this to produce maximum goods or services and increase the supply of these products. Therefore, the main thing that needs attention is how a company manages human resources to produce goods or services. Maximum by assessing the work productivity of its employees.

Work productivity is the most important thing because if the company's goals are to be achieved, it must increase the work productivity of its employees, which cannot be separated from the role of the human resources involved in the company, namely the employees themselves.

PT. Jenggala Keramik Bali in Jimbaran, Badung Regency, is a leading producer of quality handmade ceramics in Indonesia. Jenggala strives to continue to be the shopping destination of choice for guests by providing exceptional value and exceptional customer experience, beautifully crafted home accessories of the highest quality, and, ultimately, improving people's lifestyles. Data

regarding employee productivity at PT. Jenggala Balinese Ceramics in Jimbaran, Badung Regency, in 2021, can be seen in Table I below.

Table 1. Target and Realization of Product Manufacturing at PT. Jenggala Balinese Ceramics 2018 - 2021

Year	Production Targets (pcs)	Product Realization (pcs)	Percentage change (%)
2018	16.920	16.929	-
2019	16.920	16.634	1.74
2020	13.634	10.243	38,4
2021	13.634	10.224	0,18
Average			10,08

Source: PT. Jenggala Ceramic Bali 2021

Literature Review, Work ethic. It is the overall work behavior carried out by an individual or group within the company as an evaluative aspect in assessing work (Harsono & Santoso, 2016).

Work Discipline. Work discipline is self-awareness of the behavior and attitude of someone to comply with all regulations within the company (Rivai, 2017).

Physical Work Environment. The physical work environment contains tools and materials used individually and in groups (Sudaryo, 2018).

Employees Work Productivity. Work productivity is the ability to produce goods and services carried out by a person or group within a certain period has been determined and planned (Sinungan & Busro, 2018).

METHODS

This research is located at PT. Jenggala Ceramics located on the street Uluwatu II, Jimbaran Village, Badung Regency. In this research, using multiple linear regression analysis techniques and formulas, a saturated sample is where the entire population in the study is totaled. Eighty-four employees and members were used as samples because they were prominent, less than 100 people.

RESULT AND DISCUSSION

Multiple Linear Analysis Test Partial Significance Test (t-Test)

Table 2. T-test Results

	Unstandardized		Standardized	t	Sig.
	Coefficients		Coefficients		
	B	Std. error	Beta		
(Constant)	-280	1.043		-268	789
Work ethic	264	049	394	5.441	000
Work discipline	286	087	285	3.267	002
Physical work environment	467	104	337	4.499	000

source: processed data, 2023

Based on Table 2, it is explained that t is calculated for the work ethic variable. Work discipline and work environment are 5.441, 3.267, and 4.499, with a significance value of all variables being below 0.005, which can be concluded that work ethic, work discipline, and work environment have a partially positive and significant effect on employee work productivity.

Simultaneous Significance Test (F Test)

Table 3. F-test Results

Model	Sum of Squares	Df	Mean Square	F	Sig.
1 Regression	354.168	3	118.062	92.475	.000 ^b
Residual	102.136	80	1.277		
Total	456.321	83			

Source: Attachment 1

Table 3 shows that the F-count is 92,475, and the value of The significance is 0000, which means the variables work ethic, work discipline, and the physical work environment simultaneously positively and significantly affect employee work productivity.

CONCLUSION

Based on the results of the research analysis and the results of the discussion in the previous chapter, the conclusions of this research are as follows:

1. Work ethic, work discipline, and physical work environment simultaneously positively and significantly affect employees' work productivity at PT. Jenggala Balinese Ceramics in Jimbaran, Badung Regency.
2. Work ethic partially positively and significantly affects employees' work productivity at PT Jenggala Keramik Bali in Jimbaran Badung Regency.
3. Work discipline has a partially positive and significant effect on employees' work productivity at PT. Jenggala Balinese Ceramics in JimbaranBadung regency.
4. The physical work environment partially positively and significantly affects employees' work productivity at PT. Jenggala Balinese Ceramics in Jimbaran, Badung Regency.

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