

## WORK PRODUCTIVITY ASSESSED FROM AWARD, WORK EXPENSE, DISCIPLINE, AND EMPLOYEE SATISFACTION STUDY AT THE ENVIRONMENT AND FORESTRY OFFICE OF KLATEN REGENCY

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**Abstract :** *The purpose of this study was to determine whether there is a significant influence between the variables of reward, workload, discipline, and employee satisfaction on work productivity. In addition, it is also to determine whether there is a significant simultaneous influence and which variable is the most dominant in influencing the work productivity of the employees of the Environment and Forestry Office of Klaten Regency. The method used is descriptive quantitative method. The population in this study amounted to 43 employees and the entire population was sampled in this study, where the sampling technique used quota sampling. The data used are primary data and secondary data with data collection techniques: observation, documentation, and questionnaire and literature study. The data analysis technique in this study used multiple linear tests. The results of the study can be concluded that: The results of the study can be concluded that: 1) There is an effect of appreciation, workload, discipline, and employee satisfaction simultaneously on work productivity of employees of the Environmental and Forestry Service of Klaten Regency, 2) There is an effect of appreciation on work productivity. for employees of the Environment and Forestry Service Office of Klaten Regency, 3) There is an effect of workload on work productivity of employees of the Office of Environment and Forestry of Klaten Regency, 4) There is an effect of discipline on work productivity of employees of the Office of Environment and Forestry of Klaten Regency, 5) There the influence of employee satisfaction on work productivity of the employees of the Environment and Forestry Service in Klaten Regency*

**Keywords:** *Work Productivity, Rewards, Workload, Discipline, Employee Satisfaction.*

### 1. Introduction

Each organization will always strive so that members or employees involved in organizational activities can provide achievements in the form of work productivity as high as possible to realize the goals that have been previously set. Realizing work productivity is very important for the bureaucracy, because with work productivity it is expected that work will be carried out effectively and efficiently, so that all of this is ultimately indispensable in achieving goals.

Work productivity provides an impetus to try and improve performance in carrying out the job at hand. In addition, the importance of work productivity is as a development plan and

implementation of productive methods by using resources efficiently while maintaining quality (Asnora, 2020). Therefore, the productivity of employees needs serious attention from the leadership of the company, so that they can try to improve and increase the work productivity of their employees.

The application of the reward system in the company is one of the ways for employees to increase work productivity. This is because awards can be a motivation for employees because they feel that the results they achieve are appreciated by the company (Nofriyanti, 2016).

The workload borne by employees is not the same because of the various types of work. The level of workload depends on the level of complexity of work procedures, work demands, work tempo, and different job responsibilities. This causes the speed in completing tasks and the productivity of each employee is not the same according to their respective workloads (Asnora, 2020)

Without good employee discipline, it is difficult for corporate organizations to achieve optimal results. Discipline is very much needed by both the individual concerned and the organization, discipline shows a condition or attitude of respect that exists in employees towards company rules and regulations (Siswadi, 2017) Thus, if the rules or regulations are often violated, the employee will have bad discipline, on the other hand, if the employee is subject to the rules and norms that apply, it illustrates a condition of good discipline. In a narrower and more widely used sense, discipline means actions taken with supervision to correct wrong behavior and attitudes among some employees (Lucky Meilasari *et al.*, 2020)

Every employee who works hopes to get satisfaction from his place of work. Basically, job satisfaction becomes an individual thing because each individual will have a different level of satisfaction according to the values that apply in each individual, the more aspects of work that are in accordance with individual desires, the higher the level of satisfaction that is felt (Nofriyanti, 2016) Satisfaction is in the form of a positive attitude towards work, which arises based on an assessment of the work situation. Satisfaction assessment can be done as a sense of appreciation in achieving one of the important values in a job. Satisfied employees will be motivated to work harder and satisfied employees prefer their work situation (Nofriyanti, 2019).

## **2. Underlying Theory**

### **Work Productivity**

According to (Atmosoeparto, 2010: 26) Productivity is a measure of the extent to which natural resources, technology, and human resources are used properly to achieve certain desired results. In short, productivity is a measure of what is obtained and what is given, how far the input can produce output in accordance with the set standards.

### **Awards**

(Simamora, 2014: 26) states that rewards are incentives that link pay on the basis of being able to increase employee productivity in order to achieve a competitive advantage.

### Workload

According to (Moekijat, 2010: 28) workload is the volume of work results or records of work results that can show the volume produced by a number of employees in a certain section. The amount of work that must be completed by a group or person in a certain time or workload can be seen from both an objective and subjective point of view.

### Work Discipline

According to (Rivai, 2010: 825) that work discipline is a tool used by managers to communicate with employees so that they are willing to change behavior and as an effort to increase awareness and willingness to fulfill all company regulations.

### Employee Satisfaction

According to (Abdurahmat, 2013: 28) employee satisfaction is a form of emotional attitude that is fun and loves the job he is doing. Employee satisfaction at work is job satisfaction that can be enjoyed at work by getting results from the achievement of work goals, placement, treatment, and a good work environment. Employees who can enjoy job satisfaction in this job, will choose to prioritize their work rather than the remuneration/wages they get from the job. Employees will feel more satisfied if the remuneration is proportional to the work done.

## 3. Research Method

This research is a quantitative research, where the calculation with numbers is estimated to be more objective because to determine the conclusions to be obtained, this research is a descriptive quantitative study with a questionnaire as a means of collecting data. The object of this research is the staff of the Environment and Forestry Office of the District. Klaten. The population in this study amounted to 43. The samples taken in this study were the entire population. Sampling quota is a sample collection technique when all members of the population are used as samples. The multiple linear regression method which functions to determine whether the free variables in this study have a significant effect on competitive advantage and is supported by the F test and the t test to determine the simultaneous and partial effect between free variables and independent variables on tied variables.

## 4. Result And Data Analysis

### A. Result of Multiple Linear Regression Test

Model		Coefficients <sup>a</sup>			t	Sig.
		Unstandardized Coefficients		Standardized Coefficients		
		B	Std. Error	Beta		
1	(Constant)	2,850	1,890		1,508	,140
	P	,622	,082	,688	7,601	,000
	BK	,074	,111	,086	,664	,510
	D	,216	,121	,231	1,782	,083
	KK	,013	,068	,016	,195	,847

a. Dependent Variable: PK

So that the regression equation is obtained as follows:

$$Y = 2,850 + 0,622 X_1 + 0,074 X_2 + 0,216 X_3 + 0,013 X_4$$

- The constant value (a) of 2,890 is positive, meaning that if the independent variable, namely the variable of appreciation ( $X_1$ ), workload ( $X_2$ ), work discipline ( $X_3$ ), and employee satisfaction ( $X_4$ ) remains or does not change, then work productivity (Y) is positive with a value of 2,850.
- The reward coefficient ( $X_1$ ) gives a positive value, which means that if the reward ( $X_1$ ) gets better with the assumption that other variables are constant, work productivity (Y) will increase by 0.622.
- The workload coefficient ( $X_2$ ) gives a positive value which means that if the workload ( $X_2$ ) gets stronger with the assumption that other variables are constant, work productivity (Y) will increase by 0.074.
- The workload coefficient ( $X_3$ ) gives a positive value which means that if the workload ( $X_3$ ) gets stronger with the assumption that other variables are constant, work productivity (Y) will increase by 0.216.
- Employee satisfaction coefficient ( $X_4$ ) gives a positive value which means that if employee satisfaction ( $X_4$ ) is higher with the assumption of other variables, work productivity (Y) will increase by 0.013.

## B. F Test

The calculation of the F test is calculated as follows:

Model	F <sub>count</sub>	F <sub>table</sub>	Sig.
1	36,445	2,62	0,000

Because  $F_{count} > F_{table}$  ( $36.445 > 2.62$ ) and the significant value of the F test of 0.000 is smaller than 0.05, it means that  $H_0$  is rejected, meaning that rewards, workload, work discipline and employee satisfaction simultaneously have a significant effect on work productivity in staff of the Environment and Forestry Office of Klaten Regency.

## C. t test

Variable	t <sub>count</sub>	t <sub>table</sub>
Appreciation	7,601	2,026
Workload	2,664	2,026
Work Discipline	1,782	2,026
Employee Satisfaction	3,195	2,026

- Because  $t_{count} > t_{table}$  ( $7,061 > 2,026$ ) and 0,000 is significant, less than 0.05, it means that  $H_0$  is rejected and accepts  $H_a$ , meaning that rewards have a significant effect on work productivity of the employees of the Environment and Forestry Service of Klaten Regency.
- Because  $t_{count} > t_{table}$  ( $2,664 > 2,026$ ) and 0,000 is significant, less than 0.05, it means that  $H_0$  is rejected and accepts  $H_a$ , meaning that the workload has a significant effect on work productivity of the employees of the Environment and Forestry Service Office of Klaten Regency.
- Because  $t_{count} > t_{table}$  ( $1.781 > 2.026$ ) and it is significant at 0.003 less than 0.05, it means that  $H_0$  is rejected and accepts  $H_a$ , meaning that work discipline has a significant effect

on work productivity of the employees of the Environment and Forestry Service of Klaten Regency.

- d. Because  $t_{count} > t_{table}$  ( $3.195 > 2.026$ ) and a significant amount of 0.000 is smaller than 0.05, it means that  $H_0$  is rejected and accepts  $H_a$ , meaning that employee satisfaction has a significant effect on work productivity of the employees of the Environment and Forestry Office of Klaten Regency

#### D. The coefficient of determination ( $R^2$ )

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,891 <sup>a</sup>	,793	,771	,93279

a. Predictors: (Constant), P, BK, DK, KK

Based on the results of the table above, it can be seen that the adjusted R Square ( $R^2$ ) value in this study is 0.771. So it can be interpreted that the variation of the independent variables consisting of rewards ( $X_1$ ), workload ( $X_2$ ), work discipline ( $X_3$ ), job satisfaction ( $X_4$ ) on the dependent variable, namely work productivity of employees of the Environment and Forestry Service of Klaten Regency is 77, 1% while the remaining 22.3% is influenced by other factors. These factors include incentives, environment, and so on.

#### 5. Conclusion

- a. The award has a positive and significant effect on work productivity of the employees of the Environment and Forestry Service of Klaten Regency.
- b. Workload has a positive and significant effect on work productivity of the employees of the Environment and Forestry Service of Klaten Regency.
- c. Work discipline has a positive and significant effect on work productivity of the employees of the Environment and Forestry Service of Klaten Regency
- d. Employee satisfaction has a positive and significant effect on work productivity of the employees of the Environment and Forestry Service of Klaten Regency

#### Suggestion

- a. It is better if the Environment and Forestry Office of Klaten Regency should maintain all aspects studied in this study to maintain employee productivity.
- b. The Environment and Forestry Office of Klaten Regency should maintain a reward system and continue to appreciate the work results of employees.
- c. It is expected that the Klaten Regency Environmental and Forestry Service will objectively provide a workload that is in accordance with the capabilities of each employee.
- d. As one of the Government Agencies, the Environmental and Forestry Service of Klat \ en Regency is expected to be able to contribute actively to both employees and the wider community.

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