THE EFFECT OF WORK COMPETENCY AND PHYSICAL WORK ENVIRONMENT ON EMPLOYEES PRODUCTIVITY OF UD. SAMODRA JAYA PRODUCTION DEPARTMENT

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Abstract

This study aims to explain the effect of the variables of work competence and physical work environment on the work productivity of UD employees. Samodra Jaya Perkasa production department. The type of research used is *explanatory research* with a quantitative approach. By using a Likert measurement scale. The population used in this study amounted to 127 employees of the production department with a sample of 96 respondents.

This study tested the hypothesis by using the Multiple Linear Regression analysis method. Measurement of validity and reliability tests was carried out with the help of the SPSS program. The results of the analysis show that there is a positive and significant partial effect between work competence and physical work environment on the work productivity of UD employees. Samodra Jaya Perkasa in the production department

Keywords : Work competence, physical work environment, and work productivity

A. INTRODUCTION

In the era of globalization that is currently engulfing the world, it has had a major impact on the economy in Indonesia. One of the impacts that can be felt is the development of the domestic business sector which is rapidly moving to progress in the business. This is marked by the increasing number of new companies that have sprung up so that it will automatically lead to increasingly fierce competition in the business world. This condition also requires entrepreneurs to be more careful in seeing every business opportunity that exists.

Human resource management considers that employees are the main asset of the organization that must be managed properly. The existence of human resource management is very important for companies to manage, organize, manage and use human resources so that they can function productively, effectively and efficiently to achieve organizational goals. The important role of human resource management can help companies to be able to control the behavior of individuals in an organization. This is intended so that employees can work optimally following the work standards of a company or exceed company standards so that they can be referred to as employees who have very high production values for the company.

In a company, the problem that is often faced is that some employees work better than other employees, is a question that continues to arise and is always faced by the leaders of work units, some employees have the abilities and skills that match the expectations of the organization, sometimes employees who have abilities and skills that are not in line with organizational expectations, so productivity is low. This can be understood because an organization consists of individuals who have different backgrounds and goals from one another.

The company is an organization that has a goal that in general will always try to increase the productivity of its employees. Because with the increase in employee

productivity, it is expected that the company can achieve the highest profit following the company's target. With the high amount of profit in a company, it will affect the welfare of employees who work in the company. Many efforts or ways the company to increase employee productivity.

Employee productivity is an issue that is always discussed by many people, especially for issues related to the shoe industry. The increasingly fierce competition in the shoe industry makes shoe manufacturers have to pay more attention to several factors to increase the productivity of their companies. But what happened in UD. Samodra Jaya is a decrease in the number of production from January to April, this is because there are employees who lack the knowledge, skills, and attitudes and the place is not comfortable.

Based on the results of interviews with the UD. Samodra Jaya Jombang, and the data obtained by researchers, researchers suspect that the decline in productivity is due to competence and physical work environment factors.

Efforts to increase employee productivity require adequate competence. Competence has a very important role, because in general competence concerns a person's basic ability to do a job.

The phenomenon that occurs in UD. Samodra Jaya Jombang, namely some employees lack knowledge of their work, employees lack the skills and attitudes that are not good with fellow workers.

The aspect of the working environment is one of the factors that can increase employee productivity. This is mentioned in Tiffin and Cormick (in Siagan, 2003) saying that the factors that affect productivity are factors that exist in the individual and factors outside the individual, there are factors outside the individual, one of which is the physical work environment, the physical work environment is part of the physical work environment. the internal environment within the company. The environment formed within the company is needed to achieve company goals because a good work environment will encourage employees to increase their production.

So the researchers argue that the physical work environment is everything related to the work process that can be felt directly by the human body. A good physical work environment can support employee work comfort so that production can increase. A comfortable work environment will make employees do their jobs with pleasure and with a sense of security.

Phenomena related to the physical work environment at UD. Samodra Jaya At UD. Samodra Jaya Jombang, namely there is insufficient lighting, lack of air ventilation so that employees feel uncomfortable, the sound of leather cutting is noisy and cleanliness is felt to be lacking.

Based on the description and data and information above, the researcher is interested in proving: "The Influence of Work Competence and Physical Work Environment on Employee Productivity UD. Samudra Jaya Production Division".

Based on the above background, the formulation of the problem in this study is whether work competence and physical work environment affect the work productivity of UD employees. Samodra Jaya.

The purpose of this study was to determine and explain the effect of work competence and physical work environment on the work productivity of UD employees. Samodra Jaya Perkasa.

B. LITERATURE REVIEW
Work Productivity

According to Sutrisno (2009) "Productivity is generally defined as the relationship between outputs (goods or services) with inputs (labor, materials, money). Or a comparison between the output and input.

According to Simamora (2004), productivity is a concept that shows a link between work results and the unit of time needed to produce a worker's product. Meanwhile, according to Hasibuan (2003), work productivity is a comparison between output and input, where the output must have added value and better processing techniques.

Based on the definitions of the experts regarding work productivity above, the researcher can conclude that work productivity is the ability of a workforce to produce compared to the inputs used, a workforce can be said to be productive if it is able to produce goods or services as expected in a given time. right.

Factors that affect productivity

According to Ravianto (1995:91) in Sutrisno (2009), the factors that can affect work productivity are as follows:

1. Education
   Education, both formal and informal, will encourage employees to act productively so that it will affect productivity employee. Someone who has a higher education will have better work productivity. Thus education is an important requirement in increasing employee productivity. Without the provision of education, it is impossible for people to easily learn new things.

2. Skills
   Skills in working and using work facilities properly will encourage employees to act productively. Skills have many effects on employee productivity. Employee work skills in the company can be improved through courses or work training Work

3. discipline, work
   discipline, namely the willingness of employees to obey the rules and regulations of norms that have been determined by the company. Good work discipline will accelerate the company's goals, while poor discipline will be a barrier to achieving company goals.

4. Attitudes and work ethics
   Attitudes and work ethics, which become guidelines and patterns of behavior of employees/employees to be productive and mobilize abilities.

5. Motivation
   Motivation, namely the will that affects the behavior of employees/employees to increase their work productivity, company leaders need to know and understand the work motivation of each employee. By knowing that motivation, the leadership can guide and encourage employees to work better.

6. Nutrition and health Good
   nutrition and health will increase employee morale and will affect employee health and all of that will affect employee productivity.

7. Income
   level The appropriate level of income will lead to the concentration and ability of employees. The higher the employee's work performance, the greater the wages

received. With sufficient income, it will give satisfaction to employees who become employees who have work enthusiasm and will affect productivity.

8. Social security Social
security can increase employee dedication and morale The company's attention and service to each employee support health and safety services. With the hope that employees will be more passionate and have a work spirit that will affect productivity.

9. Work environment. Good environment for comfortable work that affects employee productivity, including the facilities and equipment used, technology and production methods, level of health and work safety as well as the atmosphere of the work environment.

10. Progress and accuracy of the technology
Advances and accuracy of technology lead to the completion of the production process/teaching and learning process on time, the amount of production is more and of good quality, as well as minimizing the waste of waste materials.

11. Means of
production Poor means of production will waste raw materials and the factors of production must be adequate and mutually supportive in the production process.

12. Management
Management, which is a system applied by superiors to manage and control their subordinates, thus encouraging subordinates to act productively.

13. Opportunities for achievement
Opportunities for achievement will provide a psychological boost to increase dedication and utilize their potential.

Employee Productivity Indicators

To determine the work productivity of each worker/employee, it is necessary to measure work productivity. According to Simamora (2004), the indicators used in measuring work productivity include work quantity, work quality, and timeliness.

1. Quantity of work is a result achieved by employees/workers in a certain amount with a comparison of targets that exist or have been set by the institution/company.

2. Quality of work is a standard of results related to the quality of a product produced by employees/workers, in this case, is the ability of employees/workers to complete work technically with a comparison of standards set by the institution/company.

3. Punctuality is the level of an activity that is completed at the beginning of a predetermined time, seen from the point of coordination with the results *output,* and can maximize the time available for other activities. Punctuality is measured from the employee's perception of an activity provided at the beginning of time until it becomes output.

Work Competence

According to Sutrisno in his book entitled "Performance Management" (2009) "Competence is an ability based on skills and knowledge that is supported by work attitudes and their application in carrying out tasks and work in the workplace that refers to the job requirements set".

McClelland in Sudarmanto (2014) defines competence as a basic personal characteristic that is a determining factor for a person's success or failure in doing a job or situation. Wibowo (2016) defines competence as an ability to carry out or

perform a job or task based on skills and knowledge and supported by the work attitude required by the job.

From the several definitions of competence above, it can be concluded that competence is a basic characteristic possessed by a person in the form of basic knowledge, abilities, and experience that can affect the person's performance.

Work Competency Indicators

According to Wibowo (2016), there are 5 competency indicators, namely:

1. Motive : Something that people consistently think or want that causes action.
2. Traits : Are physical characteristics and consistent responses to situations or information
3. Self-concept : Our attitudes, values, the self-image of a person
4. Knowledge: Information possessed by people in specific fields
5. Skills: Ability to do certain physical or mental tasks Physical

Work Environment

According to Sedarmayanti (2009), Work environment Physical conditions are all physical conditions that exist around the workplace that can affect employee performance either directly or indirectly. Based on the above definition, the physical work environment is everything around the workplace that can be seen and touched so that it can affect employees in carrying out their work. Physical work environment factors are lighting, air, temperature, sound, space, security, and cleanliness.

The physical work environment in the form of lighting, namely lighting that is sufficient to affect the work of employees, if the lighting is sufficient then the work assigned to employees will be good, the cool air is not stuffy will also affect employees, the normal temperature is not cold nor hot, the sound around the work environment It also has an effect, not only that, sufficient space is also needed in a company so that employees do not get bored.

Physical Work Environment Indicators

According to Sedarmayanti (2009) states to measure the physical work environment, among them are:

1. Lighting
2. Air temperature
3. Noise
4. Use of color
5. Space required for
6. security.
7. Cleanliness.

Relationship Between Variables

Relationship between Work Competence and Employee Productivity

Theoretically, productivity is the ability of a workforce to produce compared to the input used, a workforce can be said to be productive if it can produce goods or

services as expected at the right time. If employees have adequate work competencies following the knowledge, understanding, and abilities that have been determined by the company, it will have an impact on high employee productivity so that employees can achieve the targets set by the company.

Thus, according to researchers, the high competence of an employee will affect employee productivity at UD. Samodra Jaya Perkasa. The research that has been conducted by Djadjun (2009) entitled the influence of work motivation and competence on the productivity of employees in the management, circulation, and advertising

division of PT. Tribun Jabar Bandung, whose research results show that competence has a significant effect on the productivity of employees in the management, circulation, and advertising divisions of PT. West Java Tribune Bandung.

Relationship of the physical work environment to employee productivity The work environment is everything that is around the workers/employees that can affect employee job satisfaction in carrying out their work so that maximum work results will be obtained, wherein the work environment there are work facilities that support employees in completing their work. tasks that are assigned to employees to improve the work of employees in a company.

A conducive work environment provides a sense of security and allows employees to work optimally. If the employee likes the work environment in which he works, then the employee will feel at home at work, carrying out his activities so that work time is used effectively. On the other hand, an inadequate work environment will reduce employee performance.

The research that has been conducted by Suwena (2012) entitled the influence of the work environment on the productivity of UD employees. Kembang Sari, Bantul Regency, the results of his research stated that the work environment affected employee productivity. UD. Kembang Sari Bantul Regency

Based on the above framework, the hypotheses in this study are as follows:

H1: It is suspected that there is an influence between work competence on employee productivity.

H2: It is suspected that there is an influence between the physical work environment on the employee's work productivity.

C. RESEARCH METHODS Research

Design The

The type of research used in this study is a research type *explanatory* in which the aim is to examine between variables that explain a certain phenomenon. By using a Likert measurement scale, the data collection method is using observation, interviews, questionnaires, and documentation. And using multiple linear regression statistical methods with the help of the SPSS Program

Operational Definition

This research involves three variables where there are two independent variables, namely, work competence (X1) and physical work environment (X2), and one dependent variable, namely employee productivity (Y). These variables will be described as follows:

Table 1.1
Research instrument Research

variables	Indicator	Grid statement
Employee productivity (Y)	Quantity of work	The results achieved by employees can achieve targets
	Quality of work	Employees can complete their tasks according to company standards
	Punctuality	Employees can complete their work according to time that has been determined by the company
Work competence (X1)	Knowledge	The knowledge possessed by employees is quite good
	Skills	Skills possessed by employees are qualified
	Self-concept / Attitudes	Attitudes owned by employees are quite good

Physical work environment (X2)	Lighting	Lighting is bright but not dazzling
	Air temperature Air	ventilation in the production room is adequate so that the air circulation is quite good. division is well
	Noise	. The sound of the machines does not cause noise.
	Cleanliness.	Cleanliness in the production is maintained to make employees comfortable.

Determination of Population and Sample

Population

According to Sugiyono (2011) population is a generalization area consisting of objects or subjects that have certain qualities and characteristics determined by researchers to be studied and then drawn conclusions. Based on these qualities and characteristics, the population can be understood as a group of individuals or objects of observation that have at least one characteristic in common.

The population in this study is UD employees. Samodra Jaya Production division has as many as 127 people.

Sample The

the sample is considered as representative of the population whose results represent the overall observed symptoms. Ferdinand (2016) said that the sample is a subset of the population consisting of several members of the population. Determination of the number of samples is determined using the Slovin formula as follows: (Suwarjeni and Endrayanto, 2012)

$$n = \frac{N}{1 + N (e)^2}$$

Information:

n = Sample size / Number of respondents

N = Population Size

e = Percentage of allowance for inaccuracy due to sampling error.

Then it can be calculated:

$$n = \frac{127}{1 + 127(0.05)^2}$$

= 96.39 The

The number of samples was rounded up to 96 people.

Sampling Techniques The sampling

the technique used in this study is *Accidental Sampling*. *Accidental Sampling* is a sampling that is done by chance, that is, anyone who coincidentally meets a researcher can be used as a sample (Sugiyono, 2011)

Types and sources of data, as well as data collection methods

Types and sources of

1. data Primary

   Data is original data or data raw materials that are directly obtained from data sources (Sugiyono, 2011) while researching the field (*field research*). In this case the data is obtained directly by distributing questionnaires to UD employees. Samodra Jaya production division as the object of research and respondents.

2. Secondary data

   In the form of data collection obtained from previous research, references, and literature studies, supporting data are documents from the object of research, namely production data, employees, and company profiles.

Data Collection Method

1. Questionnaire/Questionnaire

   The questionnaire is a data collection technique carried out by giving a set of questions or written statements to respondents to answer (Sugiyono, 2011). This data was obtained from a questionnaire that was circulated to the 96 respondents concerned which contained respondents' responses related to the productivity of UD employees. Samodra Jaya in the production department.

2. Interview

   The interview method is used as a data collection technique, if this research conducts a preliminary study to find problems that must be investigated, and also if the researcher wants to know things from the respondents more deeply.

3. Documentation

   Collect and study data from books, scientific writings, and the internet related to research. (Sugiyono, 2011)

4. Observation

   Data collection techniques by conducting direct observations on the object of research. (Sugiyono, 2011)

D. RESULTS AND DISCUSSION

To find out the price and job satisfaction on employee performance, the analysis used in the SPSS program as follows:

Classical Assumption

Test Normality

Test This test aims to test whether, in the regression model, the confounding variable or residual has a normal distribution. The normality test was carried out on the research data residues using the Kolmogorov Smirnov test below.

Table 1.2
Kolmogorov Smirnov

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		96
Normal Parameters[a,b]	Mean	.0000000
	Std. Deviation	1.39375878
Most Extreme Differences	Absolute	.081
	Positive	.053
	Negative	-.081
Kolmogorov-Smirnov Z		.793
Asymp. Sig. (2-tailed)		.556

a. Test distribution is Normal.
b. Calculated from data.

Based on the table above, the significance value (0.556) > 0.05, it can be concluded that the residual distribution of the research data is normal (Sugiyono, 2011)

Multicollinearity Test

Detection of the presence of multicollinearity is by looking at the amount of *Variance Inflation Factor* (VIF) and *Tolerance* through SPSS and coefficients correlation between independent variables. There is no multicollinearity between

variables if VIF < 10 and *tolerance is* above 0.1 (Ghozali, 2012). The following can be seen in the table below:

Table 1.3
Multicollinearity Test
Coefficients

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
	.013	2,944	1,165		2,527	(Cons tant)		
1	Competence	.325.5 46	.121		2,948	.004	.356	1,831
	LingkKerjaFisik	.087 .349.5 46			3,166	.002	.275	1,831

a. Dependent Variable: Productivity

Based on the table above, the value is *VIF* 1.831, this shows that all variables are smaller than 10, and the value for *tolerance* for all variables is greater than 0.1. Thus the three independent variables do not occur multicollinearity.

Autocorrelation Test

To determine whether there is autocorrelation, the Durbin Watson test (DW) test can be done. Then the calculated d value will be compared with the value $_{table}$ with a significant level of 5% (0.05). If the calculated DW is between dU (upper limit) and dL (lower limit) then there is no autocorrelation (DW > dU < 4-dU. So to find out the results can be seen in the following table:

Table 1.4
Autocorrelation Test
Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. The error of the Estimate	Durbin-Watson
1	.617[a]	.381	.368	1,409	2,221

a. Predictors: (Constant), LingkKerjaFisik, competence
b. Dependent Variable: Productivity

Based on the above table, the value of Durbin Watson amounted to 2,221, this shows that the results of (4-2.221=1.779), it can be concluded that the value of the DW (1.779) is between 1.5-2.5, it can be concluded that there is no autocorrelation

Heteroscedasticity

Test This test aims to determine whether there is inequality in the variance of the residual from one observation to another. The results can be seen in the following figure:
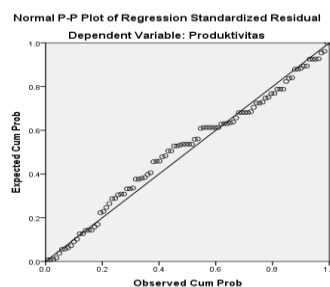

Normal P-P Plot of Regression Standardized Residual
Dependent Variable: Produktivitas

Figure 1.2Graph *Scatter plot*

Based on the picture above, it can be seen that the graph *Scatter Plot* shows the points that spread out randomly. ra is random both above and below the number 0 on the Y-axis. So it can be concluded that there is no heteroscedasticity in this regression model.

Multiple Linear Regression Analysis The

analysis used in this research is *multiple linear regression analysis*. This regression analysis can be used to measure the strength of the relationship between two or more variables, also shows the direction of the relationship between the dependent variable (employee productivity) and the independent variable (work competence and physical work environment) partially at UD. Samodra Jaya Perkasa. Based on the calculation results of SPSS version 21, multiple linear regression analysis tables are obtained below:

Table 1.5
Multiple Linear Regression Test Results
Coefficients

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Correlations		
	B	Std. Error	Beta			Zero-order	Partial	Part
(Constant)	2,944	1,165		2,527	.013			
Competence	.325.561 .292 .240	.121		2,948	.004			.356
1								
LingkKerjaFisik	.087 .349.569 .312 .258			3,166	.002			.275

a. Dependent Variable: Productivity

regression equation formed from the above table is as follows:

Y = 2,944 + 0,356X1 + 0,275X2 + e

From the above equation implies that:

1. Work Competence variable regression coefficient (X1) is positive, it indicates that Work Competence has a positive influence on employee productivity.
2. The regression coefficient for the Physical Work Environment variable (X2) is positive, this indicates that the Physical Work Environment has a positive influence on employee productivity.

So it can be concluded that if the employee's work competence and physical work environment are improved, the employee's work productivity will increase.

Hypothesis

Testing T-test (partial test) Partial

test (t-test) was conducted to test the significance of the effect of independent variables including work competence and physical work environment on the dependent variable, namely employee productivity. The degree used is 5% (0.05). If the calculated probability value is less than 0.05, then H1 is accepted.

Table 1.6
t-test
Coefficients[a]

Model	Unstandardized	Standardized	t	Sig.	Correlations

	Coefficients		Coefficients			Zero-order	Partial	Part
	B	Std. Error	Beta					
(Constant)	2,944	1,165		2,527	.013			
Competence	.325.56 1 .292 .240	.121		2,948	.004			.356
1								
LingkKerjaFisik	.087 .349.56 9 .312 .258			3,166	.002			.275

a. Dependent Variable: Productivity

1. Effect of Work Competence (X1) on Employee Productivity (Y)

Based on the results of data processing in the table above, the t-value is 2.948 with a significance of 0.004 and the t-$_{table\ is}$ 1.986, which means the significance value is <0.05 and t-$_{count}$ > $_{table}$. So it can be concluded that work competence (X1) has a partial effect on employee productivity (Y). This means that H1 is accepted, so it means that there is an influence of work competence on employee productivity.

2. Effect of Physical Work Environment (X2) on Employee Productivity (Y)

Based on the results of data processing in the table above, the t-value is3.166 with a significance of 0.002, and the t-$_{table}$ is 1.986, which means the significance value is smaller than 0.05 and the t-$_{count}$ is greater than t$_{table}$. So it can be concluded that the physical work environment (X2) has a partial effect on work productivity (Y). This means that H2 is accepted, so it means that there is an influence of the physical work environment on employee work productivity.

Test The coefficient of determination (R2)

The calculation for the value of R^2 in the multiple regression analysis can be seen in the table below:

Table 1.7
Coefficient Determination Test
Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.617^A	.381	.368	1,409	2,221

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

Based on the table above, the R2 value is 0.381, which can be concluded that 38.1% of variations in employee changes are explained by changes in work competence factors, physical work environment while the remaining 61.9% is explained by other factors such as work motivation, work discipline and leadership style.

E. DISCUSSION

1. Based on the results of research analysis shows that work competence and physical work environment can increase employee productivity. To discuss the results of research regarding the effect of work competence and physical work environment on employee productivity, it is as follows: The Influence of Work Competence on Employee Productivity

2. Work competence can increase employee productivity at UD. Samodra Jaya Perkasa in the production department, this is because the knowledge, understanding and abilities of employees are good so that they can increase employee productivity.

3. Employees who have high knowledge are able to complete their work quickly and with good results. Good knowledge of employees can produce maximum and good work. A good understanding is very important so that at work there are no mistakes, with a good understanding that an employee has can carry out his duties optimally and well so that it can affect the results he gets later.

4. Wibowo (2016) defines competence as an ability to carry out or perform a job or task based on skills and knowledge and supported by the work attitude required by the job. Thus, employees who have good knowledge, understanding and abilities can increase employee productivity.

5. Supporting research results have been carried out by Djuhara (2009) which states that work competence has a positive and significant effect on employee productivity. Based on the results of research and statements by some employees, opinions of experts, and previous researchers that work competence can increase employee productivity, with high employee competence it can increase employee productivity at work.

6. The Influence of the Physical Work Environment on Employee Productivity

7. The physical work environment can increase the work productivity of UD employees. Samodra Jaya Perkasa, this is because the facilities in place work well in accordance with the company's needs so as to increase employee productivity.

8. The lighting is bright and not dazzling, the air ventilation in the production section is adequate so that the air circulation is quite good, the sound of the machines does not cause noise and the cleanliness of the production section is well maintained so as to make employees comfortable and employee productivity can be well maintained.

9. A conducive work environment provides a sense of security and allows employees to work optimally. If the employee likes the work environment in which he works, then the employee will feel at home at work, carrying out his activities so that work time is used effectively. On the other hand, an inadequate work environment will reduce employee performance.

10. According to Nitisemito in Nuraini (2013) the work environment is everything that is around the employee and can affect the performance of the tasks assigned to him, for example with the presence of air conditioner (AC), adequate lighting and so on. The research that has been carried out by Suwena (2012) results of his research stating that the work environment affects employee productivity. UD. Kembang Sari Bantul Regency

11. Based on the results of research and statements by some employees, opinions of experts, and previous researchers that a physical work environment can increase employee productivity.

F. CONCLUSION

Based on the results of research and data analysis, several conclusions can be drawn as follows:

1) High work competence in employees contributes to increasing the work productivity of employees in the production department at UD. Samodra Jaya Perkasa Jombang.
2) A good physical work environment in the company plays a role in increasing the work productivity of production employees at UD.Samodra Jaya Perkasa Jombang.

As the conclusion of this research, the author tries to provide a suggestion that can be used as input for the company, as follows:

1) Following the results of the study, respondents think that work competence is good, but some are not optimal, namely, the attitude of the employees is good, therefore the company must provide training and knowledge so that the attitude of the employees becomes better.
2) Following the results of the study that respondents think that the physical work environment is good, but some are not optimal, namely the sound of the machines does not make noise, therefore the company must instruct employees to re-examine the machines that make noise so that it will create an environment conducive physical work.
3) Following the results of the study that respondents think the physical work environment is good, but some are not optimal, namely employees can complete their work following the time set by the company, therefore the company must be able to encourage employees to become more productive employees at work.
4) For the development of knowledge, further researchers are expected to be able to add or replace other variables such as salary, work discipline, and leadership style that may affect employee work productivity, increase the number of samples so that they can be generalized better and change the object of research so that the variables studied can be applied. in a different object.

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