

ABSTRACT

THE EFFECT OF WORKLOAD, WORK DISCIPLINE AND THE WORK ENVIRONMENT ON THE WORK PRODUCTIVITY OF NON MANAGER PERMANENT EMPLOYEES PT. PACIFIC EASTERN COCONUT UTAMA PANGANDARAN

By :

SITI FATONAH
183402051

Under the guidance of :

H. Deden Mulyana
Dian Kurniawan

The purpose of this study was to determine and analyze the effect of workload, work discipline and the work environment on the work productivity of non-manager permanent employees PT. Pacific Eastern Coconut Utama Pangandaran. The research method used a survey method, data obtained directly through questionnaires to 76 respondents taken from non-manager permanent employees PT. Pacific Eastern Coconut Utama Pangandaran. Sampling using non probability sampling and the method of analysis used in this study is multiple linear regression analysis. Based on the research results, it was known that the Employees Workload on non-manager permanent employees PT. Pacific Eastern Coconut Utama Pangandaran included in the high classification, Work Discipline on non-manager permanent employees PT. Pacific Eastern Coconut Utama Pangandaran was included in the high classification, Work Environment on non-manager permanent employees PT. Pacific Eastern Coconut Utama Pangandaran included in the high classification, as well as Work Productivity for non-manager permanent employees PT. Pacific Eastern Coconut Utama Pangandaran was included in the high classification. Simultaneously Workload, Work Discipline and Work Environment have a significant effect on the Work Productivity of Non-Manager PT. Pacific Eastern Coconut Utama Pangandaran. Workload partially has a significant effect on the Work Productivity of Non-Manager PT. Pacific Eastern Coconut Utama Pangandaran. Work Discipline partially has a significant effect on Work Productivity of Non-Manager PT. Pacific Eastern Coconut Utama Pangandaran. The work environment partially has a significant effect on the work productivity of non-manager PT. Pacific Eastern Coconut Utama Pangandaran.

Keywords : Workload, Work Discipline, Work Environment and Employee Productivity

ABSTRAK

PENGARUH BEBAN KERJA, DISIPLIN KERJA DAN LINGKUNGAN KERJA TERHADAP PRODUKTIVITAS KERJA KARYAWAN TETAP *NON MANAGER* PT. PACIFIC EASTERN COCONUT UTAMA PANGANDARAN

Oleh :

SITI FATONAH

183402051

Di bawah bimbingan :

H. Deden Mulyana

Dian Kurniawan

Tujuan penelitian ini adalah untuk mengetahui dan menganalisis Pengaruh Beban Kerja, Disiplin Kerja dan Lingkungan Kerja terhadap Produktivitas Kerja Karyawan Tetap *Non Manager* PT. Pacific Eastern Coconut Utama Pangandaran. Metode penelitian yang digunakan adalah metode survei, data yang diperoleh langsung melalui kuesioner kepada 76 responden yang diambil dari Karyawan Tetap *Non Manager* PT. Pacific Eastern Coconut Utama Pangandaran. Penarikan sampel menggunakan *non probability sampling* dan metode analisis yang digunakan dalam penelitian ini adalah analisis regresi linier berganda. Berdasarkan hasil penelitian diketahui bahwa Beban Kerja pada Karyawan Tetap *Non Manager* PT. Pacific Eastern Coconut Utama Pangandaran termasuk dalam klasifikasi tinggi, Disiplin Kerja pada Karyawan Tetap *Non Manager* PT. Pacific Eastern Coconut Utama Pangandaran termasuk dalam klasifikasi tinggi, Lingkungan Kerja pada Karyawan Tetap *Non Manager* PT. Pacific Eastern Coconut Utama Pangandaran termasuk dalam klasifikasi tinggi serta Produktivitas Kerja pada Karyawan Tetap *Non Manager* PT. Pacific Eastern Coconut Utama Pangandaran termasuk dalam klasifikasi tinggi. Secara simultan Beban Kerja, Disiplin Kerja dan Lingkungan Kerja berpengaruh signifikan terhadap Produktivitas Kerja Karyawan Tetap *Non Manager* PT. Pacific Eastern Coconut Utama Pangandaran. Beban Kerja secara parsial berpengaruh signifikan terhadap Produktivitas Kerja Karyawan Tetap *Non Manager* PT. Pacific Eastern Coconut Utama Pangandaran. Disiplin Kerja secara parsial berpengaruh signifikan terhadap Produktivitas Kerja Karyawan Tetap *Non Manager* PT. Pacific Eastern Coconut Utama Pangandaran. Lingkungan Kerja secara parsial berpengaruh signifikan terhadap Produktivitas Kerja Karyawan Tetap *Non Manager* PT. Pacific Eastern Coconut Utama Pangandaran.

Kata kunci : Beban Kerja, Disiplin Kerja, Lingkungan Kerja dan Produktivitas Kerja Karyawan