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# Factors That Affected Labor Productivity on Production Department at PR Gagak Hitam Pakuniran Bondowoso Regency

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**ABSTRACT**

The company should always strive to maintain and improve the labor productivity to maintain and achieve the goal that has been achieved so that the company can continue to operate effectively and efficiently with existing resources and produce products as expected. Increasing productivity is necessary because without a high labor productivity it is difficult for companies to achieve the set target. The aim of this study was to (1) Determine and analyze the influence of work environment, job stress, skills, motivation to work productivity of employees Cigarette Production section simultaneously at PR Gagak Black Pakuniran Maesan . (2) To know and analyze the influence of work environment, job stress, skills, motivation to employees productivity partially Cigarette Production section at PR Gagak Black Pakuniran Maesan. (3) To determine and analyze the variables which had dominant influence to the employees productivity on cigarette production section at PR Gagak Black Pakuniran Maesan. The research took 3 (three) months, which was located at PR Gagak Black Pakuniran Maesan . The method that used in the final assignment was survey research by using questionnaires (questionnaire) as a tool for collecting data. The results of this study showed that Work Environment ($X_1$) Work Stress ($X_2$) Skills ($X_3$) Motivation ($X_4$) simultaneously had a significant effect on labor productivity, and Work Stress ($X_2$) Skills ($X_3$) does not have a significant effect on labor productivity. Work Environment ($X_1$) Motivation ($X_4$) partially has a significant effect on labor productivity.

**Keywords** — Human resources, Work Environment, Job Stress, Skills, Motivation and Productivity

## 1. Introduction

In something system operation company , potential Source Power Human in essence is one of capital and holding something the most important role in reach objective company . Therefore That company need manage Source Power Man  as good as Possible . Because key success something company No only on excellence technology and the availability of funds alone . But factor man is the most important factor too.

Through planning Source Power Mature humans , productivity Work from power work already There is can improved . This matter can realized through exists adjustment . Like environment work , work stress , skills and improvement good motivation . So that every employee can produce something related direct with interest organization .

Good motivation can also support success something company in reach the goal . Because through the existence of 4 ( four ) factors the will create level productivity high work so that support success company . On the contrary If level productivity Work decrease will hinder company the in reach the goal . Therefore That development quality Source Power Man the more important its existence . This matter remember that employing company Source Power Humans , want something good and acceptable results and benefits follow changes and developments that occur in company .

Motivation and skills Work is things that play a role important in increase something effectiveness Work . Because people have it motivation and skills high work will try with as strong power so his job can succeed with as best as possible , will form something enhancement productivity Work .

Every company always want productivity from every his employees increase . For reach matter the company must give good motivation to all over employees so they can reach performance work and improve productivity . With added something Skills work owned by its employees , will give something great relationship in effort reach level productivity .

Productivity can be interpreted as a comparison between the results ( output ) achieved and all the resources used ( input ). In other words, productivity has two dimensions, the first dimension is effectiveness which leads to maximum work achievement, namely achieving targets related to quality, quantity and time. The second dimension is efficiency which is related to efforts to compare inputs to the realization of their use or how the work is carried out. Productivity can be achieved with motivation from the company as well as programs and development towards productivity, for this reason companies must always try to provide motivation to their employees and implement programs that can help the workforce and increase productivity.

Some of the factors that influence work productivity are (1) work environment, (2) work stress , (3) skills, (4) motivation. The work environment refers to things that surround and surround the work of employees in the company. The conditions of the work environment depend more on and are created by the leadership, so that the working atmosphere created depends on the pattern created by the leadership. The work environment in a company can be in the form of task structure, job design, leadership patterns, cooperation patterns, availability of work facilities, rewards (reward system).

Work stress is a non-specific body response to the demands of one's superiors, for example how a person's body responds when the person concerned experiences excessive work. If the employee is able to handle it, meaning there is no disturbance in the function of the body's organs, then it is said that the person concerned is not experiencing stress. But on the other hand, if it turns out that an employee experiences problems with one or more body organ functions resulting in a person no longer being able to carry out their duties properly, then they are called stressed.

Work stress is categorized as a category if someone experiences stress and it involves the organization where the person concerned works. Every aspect of the work environment can be felt as stressful by workers, depending on the worker's perception of their environment, whether they feel stress or not.

Skills are part of a modern community that is always developing all the time. Today's companies often want their employees to have multi-dimensional knowledge, even those outside their field of work. Skill variety is a level of work that requires employees to carry out activities that require various skills and abilities.

Achievement motivation can be interpreted as an encouragement in a person's characteristics to carry out or carry out an activity or task as well as possible in order to achieve a commendable achievement.

With the formation of a potential market abroad, PR Gagak Hitam's Production Section in Pakuniran Maesan, Bondowoso Regency, therefore the company must have a workforce with high productivity at all times, therefore there is a need for research on productivity and the factors that influence it. . These factors are work environment, work stress, skills, motivation.

A work environment that affects labor productivity can result in high or low employee morale and if this continues it can reduce labor productivity and perhaps this happened at PR Gagak Hitam Production Section in Pakuniran Maesan, Bondowoso Regency where high employee motivation needs to be maintained. upgrade. If the increase in employee motivation decreases and is not immediately addressed, it will automatically cause losses for the company.

PR Gagak Hitam Production Department in Pakuniran Maesan, Bondowoso Regency is one of the companies that produces tobacco. In its operations, PR Gagak Hitam's Production Section in Pakuniran Maesan, Bondowoso Regency is divided into two sections, namely the

Rolling section and the Packing section, the packing warehouse. From that many processes, there are One very important type of process in Warehouse activities viz production . Production is effort or activity For add value on a goods . Direction activity addressed to efforts nature of settings can add or create the use (utility) of something goods or Possible service . For carry out activity production the Of course just need made something related planning What will produced , how much? budget and how control / supervision . Even must need I thought , where? results production will distributed , because distribution in form sale results production at the end is support For continuation production . Therefore that's the Production process cigarettes are very important quality from tobacco output PR Gagak Hitam Production Department in Pakuniran Maesan, Bondowoso Regency.

## 2. Method

### 2.1. Design Study

Based on the research objectives, this research was carried out using descriptive research methods which basically aim to solve current problems and then predict future conditions. Besides that, it is also quantitative, namely research that emphasizes analysis on numerical data that is processed statistically.

According to Consuelo, research using descriptive methods consists of several types, namely case studies, surveys, development research, follow -up study , document research ( content analysis ), trend analysis and correlation research ( correlation study ). (Umar, H 2001:81).

In accordance with the variables studied, this research uses a descriptive research method, document research ( Content Analysis ). Where the variables studied are data that is already available within the company.

Research Population Big Samples , Collection Techniques Sample

The population of this research is all workers employee Production Department in PR Gagak Hitam Pakuniran Maesan, Bondowoso Regency , with a total workforce in the production section of 1,00 people. Because Production is an effort or activity For add value on a goods . Direction activity addressed to

efforts nature of settings can add or create usefulness (utility) of something goods or Possible service . For carry out activity production the Of course just need made something related planning What will produced , how much? budget and how control / supervision . Even must need I thought , where? results production will distributed , because distribution in form sale results production at the end is support For continuation production .

According to Sugiyono (2000:57), population is a generalized area consisting of objects/subjects that have certain qualities and characteristics determined by researchers to be studied and then conclusions drawn. What is meant by sample is part of the population (example), to be used as study material in the hope that the samples taken from the population can be representative of the population, Supangat (2008).

According to Sudjana (2002:6) states that population is a totality all possible values, results of calculations or measurements, quantitative or qualitative regarding certain characteristics of all members of a complete and clear collection whose properties you want to study.

sampling methods , random and non-random. The random method is a method of selecting a number of elements from the population to become members of the sample, where the choice is made in such a way that each element gets the same opportunity to be selected as a member of the sample. This method is considered objective because it is neutral. The sampling is called probability sampling, that is, each element has the same probability (likelihood) of being selected.

A non-random method is a method of selecting elements from the population to become sample members where each element does not get an equal chance of being selected. The non-random method is more subjective and the sampling is called nonprobability sampling, meaning that each element does not have the same probability of being selected Supranto (2000:23).

Endang Komara (2005:92) states that: "The research sample includes a number of elements (respondents) that are greater than the minimum requirement of 30 elements or respondents."

In this study, the sample size determined by the researcher was 35 people considering limited time, funds and energy and to represent the population. The sampling technique used in this research was the ACC I dental sampling technique . The ACC I dental sampling technique is to take samples randomly (whenever and wherever found) as long as they meet the requirements as a subset of a certain population, namely in PR Gagak Hitam Production Section in Pakuniran Maesan, Bondowoso Regency where questionnaires were distributed to production employees through initial interviews conducted by researchers.

## 2.2. Operational Definition of Variables

### 2.2.1. Work Environment

Work Environment ($X_1$), The work environment refers to things that surround and surround the work of employees in the company. The conditions of the work environment depend more on and are created by the leadership, so that the working atmosphere created depends on the pattern created by the leadership. The work environment in a company can be in the form of task structure, job design, leadership patterns, cooperation patterns, availability of work facilities, rewards (reward system).

Based on several theories and opinions that have been explained above, what can be used as indicators of the work environment are as follows: 1) Equipment work , which includes facilities and infrastructure support Work like computer , machine type , machine multiplier , etc .; 2) Service to employee or provider places of worship, facilities health , cooperatives arrived at the room small ; 3) conditions work , like space , temperature , lighting and ventilation air ; 4) personal relationships which include cooperation between employees and superiors .

### 2.2.2. Stress Work

Work Stress ($X_2$), according to Anwar Prabu (1993:93) Stress Work is something oppressive feeling or feelings of depression experienced employee in face his job .

Based on several theories and opinions that have been explained above, what can be used as indicators of work stress are as follows: 1)

Demands work too heavy or too low . 2) Workers have no rights / no included in organize Work they . 3) Support low from management and friends it works . 4) Conflict Because high demands like achieved quality and productivity .

### 2.2.3. Skills

Skills ($X_3$) are part of a modern community that is always developing all the time, today's companies often want their employees to have multi-dimensional knowledge, even those that are not in their field of work.

Based on several theories and opinions that have been explained above, what can be used as indicators of skills are as follows: Ability and experience

### 2.2.4. Motivation

Motivation ($X_4$) according to Nawawi (1998) motivation is the encouragement, cause or reason someone does something. Thus, motivation means a condition that encourages or causes someone to do an action/activity, which occurs consciously. From this understanding, it also means that all motivation starts from the main principle that: "humans (someone) only carry out activities that please them to do. This principle does not rule out the condition that under circumstances of necessity a person may do something that he does not like. In reality, activities that are driven by something that is not liked, in the form of activities that are forced to be carried out, tend to be ineffective and inefficient .

Based on several theories and opinions that have been explained above, what can be used as indicators of motivation are as follows: 1) existence reflective attitude need employee will achievements and existence motivation For reach results nice work ; 2) show attitude steadfast , honest in face problems that occur in work they ; and 3) show attitude abstinence give up and be tenacious If experience failure .

### 2.2.5. Productivity Work Employee

Productivity (Y), according to Yusuf Suit Almasid (1996:95), productivity is all related elements with business enhancement quality and quantity results production must maintained , so

all related elements with enhancement quality with enhancement amount results production walk fluent .

Based on several theories and opinions that have been explained above, what can be used as indicators of labor productivity are as follows: 1) Time required , 2) Results achieved .

## 2.3. Instrument Study

The main instrument used in study This is questionnaire shown to all over employee in PR Gagak Hitam Production Department in Pakuniran Maesan, Bondowoso Regency . Before spread to all over employee part production as primary data or respondents actually , a questionnaire the tested moreover formerly its validity and reliability . Questionnaire is tool survey researchers containing a list of questions written , which is purposeful For get response from people or selected group as sample . Data obtained Then tested with analysis multiple linear regression with testing F test and t test.

## 2.4. Research sites

Study This held in PR Gagak Hitam Production Section Pakuniran Maesan Bondowoso Regency. Period time 3 month research , carried out from November arrives month January 2011 accordingly with permission granted by PR Gagak Hitam Production Department in Pakuniran Maesan, Bondowoso Regency. Election location study done in a way on purpose on base consideration that in PR Gagak Hitam Production Section Pakuniran Maesan Bondowoso Regency have great opportunity in develop the industry with optimizing productivity power it works .

## 2.5. Procedure Data collection

The stages of data collection carried out in this research are as follows: 1) Stages before collecting field data, namely conducting observations and preliminary research on PR Gagak Hitam Production Section in Pakuniran Maesan, Bondowoso Regency which was used as the research location. 2) Secondary data collection stages, in this stage there are two types of data collection stages taken, namely: (a)

Secondary data obtained from libraries, literature and previous research reports (published or unpublished) relating to the environment work , work stress , skills , motivation , labor productivity. (b) Secondary data obtained from companies containing data or reports related to work environment , work stress , skills , motivation to productivity Work . (c) Primary data collection stages using the interview method, namely interviewing employees directly in the Production department specifically part rolling and packing parts in PR Gagak Hitam Production Section of Pakuniran Maesan Bondowoso Regency to obtain supporting information for this research.

## 2.6. Analysis Techniques

### 2.6.1. Validity and Reliability Test

Testing This done For measure level ability trust to goals and tools gauge Where the meaning and function of each as following :

a. Validity test

Validity test is For know level validity from the instrument ( questionnaire ) used in data collection . Validity test can only done on type questionnaire closed ( closed ended ). Test this done For know what items are presented ? in questionnaire truly capable disclose with Certain What will researched .

Validity test obtained with method correlate every score indicator with a total score indicators , then results correlation compared to with mark critical level significant 0.05. An instrument is said to be valid if capable measure what is desired and high low the validity of the instrument shows the extent of the data collected No deviated from description about the variable in question .

According to Ariestonandri (2006:88) steps testing validity A core questions on the questionnaire manifold closed ended ( closed ) is as following : 1) Define the concept being measured in a way operational . If moment formulate objectives and constructing variables have been in a way systematic identify operational concept , meaning questionnaire has passed the test. 2) Carry out a questionnaire test to 10-30 respondents , in particular core

questions manifold closed ended ( closed ). Pre-test results the For every question tested statistically with method correlation , that is Pearson or product moment

The analysis used in this research is Analysis Multiple Linear Regression , where eq This used For know influence environment work , work stress , skills , motivation to productivity power Work . Then proceed with Analysis Coefficient Determination Multiples and Testing Coefficient Regression with F test and t test.

## 3. Discussion

### 3.1. Validity and Reliability Test Results

#### 3.1.1. Validity test

Something instrument is said to be valid if capable explain data from variables studied . On testing validity This technique correlation used is Product Moment Person Correlation, testing an This done with correlate between every score / value of each item with a total score / overall item value . For know instrument is valid or No so done testing with use technique correlation moment products . Whether or not the items from the questionnaire are valid submitted and determined If r count > r tab el said to be valid. For count r table , ie df = amount cases / number respondent , with level 5% significance = 0.334

#### 3.1.2. Reliability Test

After the instrument is tested its validity , and yield consistent size although instrument the has done measurement many times . valid instrument furthermore done Test reliability , for test or show consistency something tool measure inside measure the same symptoms , deep study This reliability test use technique Cronbach . Reliability test results using SPSS version 16.0 are available is known that mark coefficient reliability in Cronbach Alpha formula is more than 0.845 big from r table with n = 35 ; and tarap significant (a) = 0.05 is 0.334 then reliability instrument can trusted or outcome data instrument questionnaire can trustworthy ( reliable ).

### 3.2. Analysis Results

#### 3.2.1. Analysis Multiple Linear Regression

Analysis research conducted on 35 workers Work part production will capable explain influence variable free to variable bound . Identified factors as variable in study This between other : Variable free is environment work (X 1 ), stress work (X 2 ), skills (X 3 ), motivation (X 4 ) whereas variable bound is productivity power work (Y). From the calculations carried out to questionnaire so equality regression influence environment work , work stress , skills and motivation to productivity power Work can shown in the table 1.

Table 1. Analysis Multiple Linear Regression

| Model | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
|---|---|---|---|---|---|
| | B | Std. Error | Beta | | |
| 1 (Constant) | -4,484 | 3,205 | | -1,399 | ,172 |
| tot_x1 | ,576 | ,215 | ,456 | 2,675 | .012 |
| tot_x2 | ,595 | ,301 | ,329 | 1,977 | ,057 |
| tot_x3 | .137 | ,140 | .113 | ,975 | ,338 |
| tot_x4 | ,284 | .133 | ,207 | 2,133 | .041 |

*Source : Primary data processed*

Based on results calculations shown table so equality multiple linear regression as following :

*Y = -0.4484+0.576X 1 +0.595X 2 +0.137X 3 +0.284X 4*

Equality regression multiple can explained in a way detailed as following :

a. Constant value worth negative as big as -0.4484

Shows that if No There is factor environment work (X 1 ), stress work (X 2 ), skills (X 3 ) and motivation (X 4 ), then mark productivity (Y) is as big as -0.4484 if there is factor environment work (X 1 ), stress work (X 2 ), skills (X 3 ) and motivation (X 4 ) then productivity power Work will down of 0.4484.

b. Coefficient Value Regression Variable Environment Work ( X 1 ) is 0.576

Coefficient environment work (X 1 ) shows exists influence positive of 0.576 means if environment work (X 1 ) increases by 1 unit so will result enhancement productivity power Work of 0.576 with assumption factor environment work (X 1 ) is considered fixed ( constant ).

c. Coefficient Value Regression Variable Stress Work (X 2 ) 0.595

Coefficient stress work (X 2 ) shows exists influence positive of 0.595 , meaning if stress work (X 2 ) increases by 1 unit so will result enhancement productivity power Work of 0.595 with assumption factor environment work (X 1 ), skills (X 3 ), motivation (X 4 ) are considered fixed ( constant ).

d. Coefficient Value Regression Variable Skill (X 3 ) 0, 137

Coefficient skill (X 3) shows exists influence positive of 0.137 , meaning if skill (X 3) increases by 1 unit so will result enhancement productivity power Work of 0.137 with assumption factor environment work (X 1), stress work (X 2 ), motivation (X 4) is considered fixed (constant).

e. Coefficient Value Regression Variable Motivation (X 4 ) 0.284

Coefficient motivation (X 4 ) shows exists influence positive of 0.284 , meaning if motivation (X 4 ) increases by 1 unit so will result enhancement productivity power Work of 0.284 with assumed environmental factors work (X 1 ), work stress (X 2 ), skills (X 3 ) are considered still.

### 3.2.2. *Analysis Coefficient Determination ( Adjusted R2 )*

The Correlation Coefficient of Determination ( Adjusted R 2 ) is used to determine the correlation or closeness of the relationship between the independent variables Work Environment (X 1 ), Work Stress (X 2 ), Skills (X 3 ), Motivation (X 4 ) and the labor productivity variable (Y ) together can be found

using SPSS version 16.0 calculations which is presented in the following table:

Table 2. Analysis For Determine Coefficient Determination (Adjusted R2)

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
|---|---|---|---|---|
| 1 | ,861 [a] | ,742 | ,707 | 1.75699 |

*Source : Primary data processed*

R is a measure used to measure the level of closeness of the relationship between the independent variables, namely Work Environment (X 1 ), Work Stress (X 2 ), Skills (X 3 ) and Motivation (X 4 ) the dependent variable is Labor Productivity (Y) which is at PR Gagak Hitam Maesan Bondowoso. In table 2, the R value is written as 0.861, meaning work environment (X 1 ), work stress (X 2 ), skills (X 3 ) and motivation (X 4 ) on workforce productivity in PR Gagak Hitam Bondowoso (Y). have a strong level of relationship.

2 coefficient is used to determine whether the relationship between the independent variable and the dependent variable is close or to determine the contribution of the independent variable coefficients, namely Work Environment (X 1 ), Job Stress (X 2 ), Skills (X 3 ) and Motivation (X 4 ) to The dependent variable is labor productivity (Y). From the analysis results, the adjusted R² coefficient of determination value is 0, 707 or 70.7%. This means that 70.7% of changes in the dependent variable employee productivity (Y) are caused by changes in the independent variables, namely work environment tools (X 1 ) and work stress (X 2 ), skills (X 3 ) and motivation (X 4 ) while the rest namely 0.293 or 29.3% influenced by factors that are not included in the model or called error factors.

### 3.3. Hypothesis test

### 3.3.1. *F test*

Simultaneous regression coefficient tests are used to determine the influence of the independent (free) variable as a whole on the dependent (dependent) variable, whether the calculated F value > F table ($\alpha = 0.05$), then the

hypothesis accepted. This test is carried out by comparing the calculated F value with the table F value.

calculated F value can be seen from the Anova section table. The independent variable coefficients are work environment (X1), work stress (X2), skills (X3) and motivation (X4) on the dependent variable labor productivity (Y). From the regression results, the calculated F value is 21.548 and the F table is 2.69, meaning that calculated F > F table ($\alpha$ = 0.05), then all independent variables simultaneously have a significant effect on the dependent variable (Y). So the hypothesis is accepted, meaning that all independent variables are simultaneously significant to the dependent variable, which can be seen in the following table:

Table 3. F Test Results Against Coefficient Regression By Simultaneous

| Model | | Sum of Squares | df | Mean Square | F | Sig. |
|---|---|---|---|---|---|---|
| 1 | Regression | 266,075 | 4 | 66,519 | 21,548 | ,000 [a] |
| | Residual | 92.611 | 30 | 3,087 | | |
| | Total | 358,686 | 34 | | | |

*Source : Primary data processed*

### 3.3.2. t test

The partial regression coefficient test is used to test the regression coefficient of each independent variable, namely work environment (X 1 ), work stress (X 2 ), skills (X 3 ) and motivation (X 4 ) whether they have a partial influence on employee productivity. (Y). If mark t count more big from t table , then hypothesis accepted It means variable free influential significant to variable bound . On the contrary if mark t count more small from t table , then hypothesis rejected It means variable free influential No significant to variable bound . The t test results can be seen in tab el following:

Table 4. Results of the t test on partial regression coefficients

| Model | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
|---|---|---|---|---|---|
| | B | Std. Error | Beta | | |
| 1 (Constant) | -4,484 | 3,205 | | -1,399 | ,172 |
| tot_x1 | ,576 | ,215 | ,456 | 2,675 | .012 |
| tot_x2 | ,595 | ,301 | ,329 | 1,977 | ,057 |
| tot_x3 | .137 | ,140 | .113 | ,975 | ,338 |
| tot_x4 | ,284 | .133 | ,207 | 2,133 | .041 |

*Source : Primary data processed*

From the results analysis multiple linear regression in the table 4, can explained as following :

a. Variable free environment work (X 1 ), have mark t count of 2.675 shows that t count more big from t table as big as 2,042 then Hypothesis accepted so that variable environment work (X 1 ) has an effect significant to productivity employee (Y).

b. Variable free from work stress (X 2 ), has mark t count of 1,977 shows showing that t count more big from t table as big as 2,042 then Hypothesis rejected so that the work stress variable (X 2 ) has an effect No significant to productivity employee (Y).

c. Variable free skill (X 3 ), have mark t count of 0.975 shows showing that t count more small from t table as big as 2,042 then Hypothesis rejected so that variable skill (X 3 ) has an effect No significant to productivity employee (Y).

d. Variable free motivation (X 4 ), have mark t count of 2.133 shows showing that t count more big from t table as big as 2,042 then Hypothesis accepted so that variable motivation (X 4 ) has an effect significant to productivity employee (Y).

Based on results research conducted at PR Gagak Black Pakuniran Headstone Regency Bondowoso about influence environment work , work stress , skills and motivation to productivity power Work part production as following :

Work environment (X 1 ), work stress (X 2 ), skills (X 3 ) and motivation (X 4 ) simultaneously have a significant effect on labor productivity (Y), shown by mark F count as many as 21,548 more big from F table as much as 3.34, then Hypothesis accepted , which means that variable environment work (X 1 ), work stress (X 2 ), skills (X 3 ) and motivation (X 4 ) have an influence in a way simultaneously to productivity power work (Y).

By Partial can seen that variable environment work (X1) has significant influence to productivity power work, shown by value t count of 2.675 shows that t count more big from t table as big as 2,042 then Hypothesis accepted so that variable environment work (X 1 ) has an effect significant to productivity employee (Y).

That matter show that environment Work influential significant to productivity Work due to Crow PR Black Bondowoso own standardization environment Work For reach maximum productivity . Among them are : Ratih (2010) states that environment Work have significant influence to employee .

Influence stress Work to productivity power Work own t count of 1,977 shows showing that t count more small from t table as big as 2,042. That matter show that variable stress Work in a way Partial influential No significant to productivity middle Work . On Crow PR Black in Bondowoso district sometimes Once experience stress sustainable work because employee That follow stress it works so results obtained will a little bit and also will affect his income because at the company crow black the system is system wholesale Where his income influenced by the results work , p this is what causes it why work stress No influential significant to productivity power Work .

Influence Skills to productivity power Work own mark t count of 0.975 shows showing that t count more small from t table as big as 2,042 . That matter show that variable Skills in a way Partial influential No significant to productivity middle Work . On Crow PR Black Skills employee Still not enough experienced Because company the Still new stand up , then must held training for employee company That Alone . matter this is what causes it Why Skills influential significant to productivity power Work .

Influence motivation to productivity power Work own mark t count of 2.133 shows showing that t count more big from t table as big as 2,042. That matter show that variable motivation in a way Partial influential significant to productivity power Work . On Crow PR Black Because Lots get encouragement For increase productivity Work to employees , this is what causes motivation to have a significant effect on workforce productivity.

## 4.  Conclusion

Based on analysis results research and discussion in chapter previously so can taken conclusion as following : 1) Testing regression in a way simultaneously or together obtained conclusion that The coefficients of the independent variables, namely work environment (X 1 ), work stress (X 2 ), skills (X 3 ) and motivation (X 4 ) influence the dependent variable labor productivity (Y). From the regression results, the calculated F value > F table ($\alpha = 0.05$), then all independent variables simultaneously have a significant effect on the dependent variable (Y). 2) Testing regression in a way Partial obtained conclusion as following : a) Variables environment work (X 1 ) has an effect significant to productivity employee (Y). b) The work stress variable (X 2 ) has an effect No significant to productivity employee (Y). c) Variable skills (X 3 ) have an effect No significant to productivity employee (Y). d) Variable motivation (X 4 ) has an effect significant to productivity employee (Y). 2) Variables that have influence more dominant is variable Environment Influential work significant to productivity Work employee .

● Suggestion

Based on results research and discussion above writer give advice as as follows : 1) Divide company , way increase productivity power Work can done with various various strategies , for example employee will get briefing management so that productivity increases, with method do activities For monitor performance existing employees in the company for productivity Work increase and company will get more profits big . 2) Necessity notice stress future work and skills will can increase productivity

power Work . 3) For those who want continue study This is better look for factor variable free besides environment work (X 1 ), stress more work (X 2 ), skills (X 3 ) and motivation (X 4 ). influence productivity power Work .

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