

**EFFECT OF WORK ENVIRONMENT AND WORK DISCIPLINE
EMPLOYEES TO WORK PRODUCTIVITY
National Program DEZEMVOLVIMENTU SUCO PNDS**

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ABSTRACT

This study aims to determine the effect of Work Environment and Work Discipline Against Employee Work Productivity. The National Programa Dezemvolvimentu Suco (PNDS), in Munisipio Manufahi. The population in this study is the overall existing employees in the PNDS, and the sample used is 23 Person employees. So the sample used in this study, the analysis tool in this research is multiple linear regression. The type of data used quantitative and qualitative data, data sources; there are two primary data and secondary data. Partial test results t test, then the partial variable X1 has a positive and significant effect on the variable Y and the Discipline of Employees Working in partial X2 has positive and significant influence to variable Y. Simultaneous F Test variables simultaneously X1 and X2 have positive influence and significant to the variable Y.

Keywords: work environment, work discipline employees and work productivity

INTRODUCTION

Work environment and work discipline of civil servants is the number one problem in achieving the goal in question. Work environment and work discipline is the behavior of the employees and facilities were completed by the Government to support government programs to perform the main task daily. Timor-Leste Ministry of Education does not merely assess the physical results, but the overall execution of work related to various fields such as the ability, diligence, discipline, work ties or things - things specially in their respective sectors are all eligible for in value.

Stephen. (2006: 112), the working environment is a real condition which encourage staff to perform their duties and job, so it should be given special attention under the condition of the work, with the hope of a good work environment will encourage employees to work optimally an organization or company. Rival. (2004: 201), a work Discipline rules to direct one's attitude

and behavior of members of the organization to adhere to the organization and as a rule of the undertaking or the feeling of an organization to achieve its intended purpose. Sedarmayanti. (2003: 105), states that productivity is a concept of work that can be seen and the dimensions of the individual dimensions of organizational dimensions of individual sees labor productivity in relation to the characteristics of the individual personality that appears in the form of mental attitude and implies the desire and efforts of individuals always striving for improving the quality of life. Comprehension to boost administrative efficiency value has caused the growth of efforts to boost the productivity of government officials.

Sinunngan. (2003: 72), declare that the civil servant is spearheading the government, officials in charge to do everything possible to carry out his profession as possible. As a professional it is the job of employees as the implementation, implementer and trainer should be able to impact the country. In this case the civil servants should be able to substantially increase the discipline and create a work environment that is a resource for the success of the government.

LITERATURE REVIEW

Working Environment

Sedarmayanti, (1996: 1), is of the opinion that the working environment is overall equipment and materials gear in the face, the environment in which it works, the method works well it works both individuals and groups.

Tohari (2002: 136), even in the physical work environment that is not a major factor in increasing the productivity of employees, but the physical work environment factors are variables that need to be calculated by an expert management in order to increase productivity effect. Employees who perform duties and should be given attention, one is paying attention to the work environment is one factor that may encourage employees to work optimally for the company's progress.

Komarudin (1984: 18), declare that the work environment is the life, social, psychological, and physical in companies that affect the workers in carrying out their duties of human life can not be separated from the various circumstances surrounding environment, between man and the environment there is a very close relationship. In this case, people will always try to adapt to share the state of the surrounding environment.

Mangkunagara (2005: 12), declare that the work environment is all the physical aspects of the work, psychological work and irregular work that can influence job satisfaction and productivity gains. Supardi in Suprpto (2005: 67), declare that the working environment around the workplace is both physical and non-physical that can give the impression of a pleasant, reassuring, and the difference in the work.

Sedarmayanti (2001: 22), declare that the work environment is a whole apparatus of furniture and materials facing the surrounding environment where the person is working, working methods, as well as setting work individually or in groups. Nitisemito (200: 23), declare that the working environment is everything that is around those workers who can influence him to perform tasks that are distinguished.

Mardiana (2005: 54), the working environment is an environment where employees perform their daily work, work environment provides a sense of security and allow employees to work optimally. The work environment can affect the emotions of an employee if the employee enjoys working environment in which he works, then the employee will feel at home in their

workplace to do activities that work time is used effectively and optimistic work performance of employees is also high. The work environment includes a working relationship formed between fellow employees and the working relationship between subordinates and superiors as well as the physical environment where employees work.

Nitisemito. (2000: 67), defines that work environments are all things that exist around the workers who can influence him in carrying out the tasks entrusted. From the opinions on the meaning of working conditions is a condition or state that exist around the environment in which work can affect a person's performance in carrying out its duties either directly or indirectly and affect the optimization of the results obtained and also affect the productivity of the company in general.

Work Environment Indicators.

Sedarmayanti (2001; 26), to suggest that the physical work environment are: all circumstances the physical form that are around the workplace that may affect the employees either directly or indirectly. Physical work environment can be divided into two categories:

- a. The surroundings were directly related to the employee (such as employment centers, chairs, tables and so on).
- b. Environmental intermediary or the general environment can also be called: a work environment that affect the human condition such as: lighting, temperature, humidity, air circulation, noise

Work Discipline Employees.

Prijodarminto (1993: 24), as the conditions that created and formed through a series of processes and behaviors that demonstrate the values of obedience, obedience, loyalty, regularity and or order. In this case the attitudes and behavior thus created through a process guided family, education and experience of the ideals of the environment.

Donelly (1996: 157), the discipline will make a person able to distinguish what should be done, what must be done, what should be done and what should not be done because of the things that are forbidden. Defines discipline as the use of some form of punishment or penalty if the employee deviates. The use of punishment is used when the manager faced with the problems the subordinate behavior that is incompatible with the rules and standards under the work performance of the company.

Emmel (2001: 25), defines discipline as a system of rules to control behavior. The main function of discipline in the workplace is to encourage employees not satisfactory for the better. Miracle (1986: 36), posited as an activity management to run the organizational standards. Etymologically, the word " discipline " which means training or education modesty and spirituality as well as character development.

Singodimedjo (2002: 86), said discipline is the willingness and attitude of one's willingness to adhere to and comply with regulatory norms prevailing around it. Discipline employees who either will accelerate the company's goals, while declining discipline would be prohibitive and slow down the achievement of corporate goals.

Terry in Tohardi (2002: 87), Discipline is the actuator employees. So that each job can run smoothly, it must be arranged so that there is good discipline. Terry does not agree if discipline

is simply connected to things that are less pleasant, because the actual punishment is the most ultimate tool to enforce discipline.

Beach in Siagan (2002: 87), the discipline has two senses. The first meaning, involve learning or print behavior by implementing a reward or punishment. The second meaning is more narrowly, that is just simply related discipline with punitive action against the offender. Nitisemito (1991: 36), suggests discipline as an attitude, behavior and actions in accordance with the regulations of the company, both written and unwritten. Simamora (1997: 87), discipline is a process to correct or punish subordinates for violating the rules or procedures. Labor discipline is a tool used by managers to communicate with employees so that they are willing to change a behavior as well as an effort to raise awareness and the willingness of a person to obey all company rules and social norms. Hasibuan (2004: 241) argues that the discipline is the awareness and the willingness of a person to obey all company rules and social norms that apply.

Indicators Employee Discipline

Hasibuan (1991; 213), said discipline is: the purpose of workers and the ability of employees. The purpose of work in an organization should be clear and defined ideal and challenging enough for the ability of employees. This means that the purpose of the work the employee concerned, so he worked earnestly and disciplined. If the job beyond the ability of the employee, the seriousness and discipline of employees to be low, for example: a job for the employee assigned to the junior high school educated employees educated to degree level or vice versa. Obviously employee, the less disciplined in carrying out the work. List comes as a consequence of the terms of office hours, then the presence of the employees can be ascertained from the attendance list that must be filled by sunrise, honest and supervised and managed. Thus the present list are: proof device as a fulfillment of the obligations in abiding by their working hours. Then from the attendance list of the known presence of any employee presence, delays come or leave early, or even in the office.

Work Productivity

Wie (1995: 202), low productivity are often associated with level of education. Assumed the higher the person's education level, the higher the level of productivity that might be achieved. Because these items, the ability to read and write is one of the important elements of the initial stages of the program industry.

Kamarudin (1992: 121), Productivity essentially covers the attitude that always has the view that the working methods of today should be better than the methods of work yesterday and the results that can be achieved tomorrow should be more or better quality than the results achieved today.

Sumardi (1979: 3), Productivity is the state to produce something more than that have been or are in the business, just add more activity to produce what has been achieved. Sondra P. Siagan (1982: 15), Productivity is the ability to obtain great benefit from the facilities and infrastructure available to generate optimal output if possible maximum. Suropto (1991: 189), productivity is a comparison between the output (Out Put) and input per unit time.

Manullang, (2001: 147), it is known that human resources is one of the main assets of a company. This moves the wheels of human resources organization's operational activities in effort to achievement of the goals of a company. Thus important company their attention to all the activities of the employees. Manullang, (2001: 147), which is about the various industry has evaluated the effectiveness of supervision by using criteria such as productivity, job satisfaction, turnover possibilities, costs, losses, rejects, and motivation of employees and managers, said the organization is said to be productive if the organization achieve its objectives, and achieve the transformation efforts input to output at the lowest cost. Productivity implies a sense of effectiveness and efficiency

The Productive Work Productivity Indicators

According to Sedarmayati, (2001: 60), On a productive individual indicators: (1) constructive action, (2) believe in yourself, (3) to be responsible, (4) a love of the job; (5) have foresight, (6) was able to overcome and to adapt to environmental change, (7) having a positive contribution to the environment and (8) has the power to realize its potential

RESEARCH METHODS

Population

Hasan (2003: 134), is the overall population of possible values, the results of measurements or calculations, qualitative and quantitative regarding certain characteristics of all members of a collection of complete and clearly wanted to learn its properties.

Samples

Hasan (2003: 12), the sample is part of a population which is considered to represent the population. In order to take samples at representative or representative of the population then the sample collection must be precise.

Validity Test

Test is used to measure the validity of a questionnaire. One questioner said to be valid if the question on the questioner is able to reveal something that will be measured by the questionnaire. Validity test is done by comparing the value r calculated (for each item can be seen in the column Corrected Item-Total Correlation) with r table for Degree of Freedom (df) = $n-k$, in this case n is the number of samples and k is the number of items. If $r_{count} > r_{table}$, (0.30) then the question is said to be valid (Ghozali, 2005: 45) .and vice versa.

Reliability Test

This test is a tool to measure a questionnaire which is an indicator of the variable. One questioner said to be reliable or reliable if someone answers to the question of consistent or stable over time. given facility to measure the reliability of the statistical test Cronbach Alpha (α). A variable is said to be reliable if the value $\alpha > 0.60$ (Nunnaly, 1967 in Ghozali, 2005: 42).

Data Analysis Technique

In this study, data analysis techniques that can be used to analyze according to research title is "Effect of Work Environment and Work Discipline Employees To Work Productivity" by the title of the study, the data analysis techniques used by researchers in this study are statistically Multiple Linear Regression with formula as follows:

Multiple Linear Regressions:

$$Y = \alpha + b_1X_1 + b_2X_2 + \dots + e$$

Y = Variable Work Productivity

α = Constant

X1 = Working Environment Variables

X2 = Variable Work Discipline Employees

B1b2 = Linear Regression Coefficients Directions

e = Error

RESULT AND DISCUSSION

Multiple Linear Regressions Analysis:

The results of multiple linear regression analysis to determine the Work Environment and Work Discipline of the Work Productivity. Based on the multiple linear regression analysis performed using the SPSS (Statistic Product and Service Solution).

Table 1. Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	4.701	3.207		1466	.158
X1	.316	.134	.409	2.360	.029
X2	.411	.138	.514	2.965	.008

a. Dependent Variable: Y

Multiple linear regression equation as follows: $Y = a + b_1x_1 + b_2x_2 + e$

$$Y = 4.701 + 0,316X_1 + 0,411X_2 + e$$

- a = 4701 means that if there is no Working Environment (X1) and the Discipline of Work (X2) at the National Programa Dezemvolvimentu Suco (PNDS) in Municipio Manufaha the Work Productivity 4701.
- b1 = 0,316 means that the work environment is the regression coefficient (X1) with work productivity (Y), if (X2) constant, (X1) only increased by 0,316
- b2 = Regression coefficient 0.411 means that the work Discipline (X2) and labor productivity (Y), if (X2) is the only increases, Work Discipline contained in the National Programa Dezemvolvimentu Suco (PNDS) will increase by 0.411.

t test (Test in Partial)

t test results that the value $t = 2.360$ with significant $0,029 < 0.05$, then H_0 means that there is a positive influence and significant correlation between variables Working Environment (X1) of the Work Productivity (Y), while the Variable Discipline of work (X2) has influence positive and significant impact on Work Productivity (Y), where the value $t = 2,965$ with significance $0:08 < 0:05$.

F. Test (Test in Simultaneous)

Table 2. ANOVA^b

Model	Sum of Squares	Df	Mean Square	F	Sig.
1 Regression	29.868	2	14.934	6.702	.006 ^a
Residual	44.567	20	2.228		
Total	74.435	22			

F test obtained calculated F value of 6,702 with probability 0.006a. Because the probability is much greater than 0.05 then the regression can be used to predict the Work Productivity or it can be said that the Work Environment and Discipline Working together can not affect the labor productivity in work activities in the Programa Nasional Dezemvolvimento Tribe (PNDS), Particularly in Municipio Manufahe

CONCLUSION AND SUGGESTION

Conclusion

Based on the results of data processing that has been done in the previous chapter, it produced some of the research findings as follows:

1. Variable Work Environment has a significant positive influence on Work Productivity
2. Variable Work Discipline has a positive and significant effect on Work Productivity
3. Variable Working Environment and Work Discipline simultaneously have a significant positive influence on Work Productivity

Suggestion:

1. Management of the National Programa Dezemvolvimentu Tribe (PNDS), the National Programa Dezemvolvimentu Tribe in Munisipio Manufahe need to retain existing Work Environment, and the need to define clear and precise to see the work of existing staff so that all further changes to its strategic location and the price of goods so all consumers can be interesting for consumption, need to pay attention to employees who serve customers great so as to satisfy the consumers that are expected product purchasing decisions can increase even more.

2. Management Programa Nasional Dezemvolvimentu Suco (PNDS) In Mamunicipio Manufahe need to pay attention to the staff to provide services to the public, in accordance with the mission adopted by PNDS concerned.
3. Nasional Programa Dezemvolvimentu rate (PNDS), in Municipio Manufahe need to provide and create an atmosphere conducive working environment or direct participate as leaders and mentoring to community, safe and comfortable for the atmosphere in society such as protecting the environment. When people feel comfortable in the work and activities underway, it is expected Work Productivity also increased.

Recommendations

Nasional Programa Dezemvolvimentu Tribe (PNDS). Need to determine the character and a good method to adjust with the ability of the local community, then it could satisfy the public that its productivity will also increase

- a. National programs management Dezemvolvimentu Suco (PNDS) Must retain the Quality of Work is being applied and maintain or improve the quality of work that is no longer able to increase the working productivity
- b. Discipline Working with a great staff in order to satisfy the local community, the Discipline Working over time is increasing, so the Manager of the National Programa Dezemvolvimentu Tribe (PNDS). need to pay attention to employees or staff for success.

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