THE INFLUENCE OF WORK SUPERVISION, WORK CULTURE AND WORK ENVIRONMENT ON EMPLOYEE PRODUCTIVITY PT ABC

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Abstract– Human resource management plays a very important role for the company in order to provide maximum results besides that it will also have the best professionalism that can be relied upon to achieve the company's goals and objectives, namely getting maximum profit. The purpose of this research is to analyze the effect of work supervision, work culture, and work environment on employee productivity at PT ABC. The company has goals to be achieved, and it is desirable that workers want to work according to the standards set by the company, and the company wants its employees to work very productively. The sample in this study were 70 respondents. This research uses quantitative methods using validity tests, reliability tests, multicollinearity tests, heteroscedasticity tests multiple regression tests, t tests and F tests with the help of SPSS statistics.

Keywords: Work Supervision, Work Culture, Work Environment and Work Productivity

I. INTRODUCTION

Human resources are assets and play an important role in every activity of an organization or institution. Human resource management is essentially the key to the successful achievement of an organization or organizational goals, which can be achieved by focusing on and managing human resources based on the expertise and capabilities of the organization. In an effort to achieve the company's goals, it is necessary to increase employee productivity[1], . A productive employee is an employee who is dexterous and able to produce goods and services according to the specified quality and shorter time, so that finally a high level of employee productivity can be achieved. Thus it is important for a manager to try to increase employee work productivity, so that the company can develop and can maintain its business. According to [2] productivity is influenced by several factors, one of which is supervision. Lack of supervision of employee behavior makes productivity less than optimal. The lack of supervision of the control of the expenditure of wan's work is because subordinates do not follow the targets set by the manager, so that the results do not reach the predetermined targets. In addition, according to [3] One of the factors that affect work productivity in an organization is work culture, where this factor is closely related to improving employee performance, because with the creation of a good work culture and supported by cooperation with fellow employees, results will be achieved that can improve employee work performance. According to [4] that a good work culture is a habit or tradition of employees in doing work that cannot be eliminated but can produce good productivity.

Another factor that affects productivity is the work environment as explained [5] in his research that to support the level of employee work productivity can be done by creating a pleasant work environment, the work environment is everything around workers and can affect their workers.

Previous research conducted [6] explained that motivation, supervision, work culture have a significant effect on employee work productivity, both partially and together. Then research conducted [7] explains that the work environment and supervision of employee work productivity.

PT ABC was established in 1995 and is located in Cikarang Industrial Estate. To increase the productivity of its employees, the company carries out several strategies such as supervising the performance of its employees in addition to conducting work absences and setting working hours to form a work culture that will improve employee performance and productivity. Based on information from several employees, it shows that the work culture applied by the company is too strict, causing employees to feel bored and causing a decrease in employee productivity, then due to too strict supervision, employees do not feel comfortable because it creates a less conducive work environment, this kind of situation can affect employee productivity. Previous research conducted [8] on Supervision and work environment has an influence on employee job satisfaction. Then research conducted [9] on

Organizational Culture and Work Environment simultaneously affect Employee Productivity. From this background, researchers want to conduct further studies that are different but still within the realm and scope. The purpose of this study was to determine the effect of work supervision, work culture and work environment on employee productivity.

II. LITERATURE REVIEW

Work Supervision
According to [10] supervision is a systematic effort by business management to compare the performance of predetermined standards, plans, or goals to determine whether performance is in line with these standards and to take the necessary healing actions to see that human resources are used as effectively and efficiently as possible in achieving goals. According to [11] high supervision will create a positive influence on employees, where they have a great desire and awareness to complete their work in accordance with the predetermined targets. In this study, the measurement indicators used refer to previous research conducted [12], namely; (1) accurate, (2) timely, (3) objective and thorough, and (4) accepted by members.

Work Culture
According to [3] explains that work culture is a quality way of daily work and is always based on meaningful values, so that it motivates, inspires, to always work better and satisfactorily for the people served. According to [13] the success of a job is rooted in the values that are owned and the behavior that becomes a habit. These values stem from customs, religion, norms and rules that become beliefs and are habits in work or organizational behavior. This habit is called culture. Therefore, culture is associated with the quality or quality of work, hence the name work culture. In this study, the measurement indicators used refer to previous research conducted [14], namely; (10) Carry out work according to duties, (2) Honest at work, (3) work commitment, (responsibility for work) and (5) able to cooperate with coworkers.

Work Environment
According to [15] The work environment is one of the places most often carried out by employees in carrying out their daily activities. If the employee feels comfortable in the work environment where the employee works, then the employee will feel at home in his workplace and the employee's productivity will increase so that working time is used effectively and efficiently. In this study, the measurement indicators used refer to previous research conducted [16] namely (1) lighting in the workplace; (2) temperature in the workplace; (3) security in the workplace; (4) cleanliness.

Work Productivity
According to [17] Work Productivity is where the product of goods and services produced by each individual or group shows consideration between input and output with more efficient performance actions. According to [18] work productivity is the ability to produce goods and services from various resources or production factors used to improve the quality and quantity of work produced in a company which is carried out every week in a certain period. In this study, the measurement indicators used refer to previous research conducted [19], namely; (1) absenteeism rate, (2) error rate, (3) quality produced, and (4) time required.

The research hypothesis entitled The Effect of Work Supervision, Work Culture and Work Environment on Work Productivity at PT ABC, is determined as follows:

The first hypothesis: it is suspected that Work Supervision affects Employee work productivity where in this hypothesis is supported by research conducted [20] that there is a relationship between supervision and productivity. The better and more supervision, the better and more productivity. Vice versa, the lower the supervision, the lower the productivity.

Second hypothesis: it is suspected that work culture has an effect on employee work productivity, where in this hypothesis it is supported by research conducted [3] that there is an influence between work culture on work productivity. Work culture not only motivates employees to be active in producing work productivity, a good work culture will also keep an employee away from various risks that might threaten the employee's position.

The third hypothesis: it is suspected that the work environment has an effect on employee productivity, where in this hypothesis it is supported by research conducted [21] that the work environment has an influence on work productivity. Productivity will get better if the arrangement of the work environment is getting better too. The condition of the work environment has always been the most important

aspect of management's attention in order to encourage the productivity of organizational members. The work environment affects employee productivity, because judging from the value obtained, a very good work environment has an impact on employee productivity. Based on the hypothesis above, that the Effect of Work Supervision, Work Culture and Work Environment on Employee Productivity of PT ABC can be seen from the research model as follows:
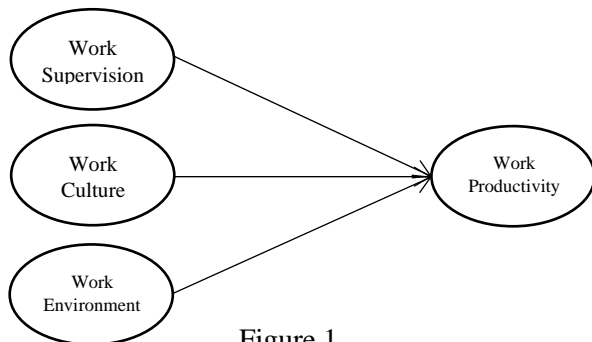

Figure 1
Research Model

III. RESEARCH METHODS

This type of research is quantitative descriptive research. Quantitative research methods are research methods based on the philosophy of positivism, used to research on certain populations or samples. Data collection using research instruments, data analysis is quantitative / statistical, with the aim of testing predetermined hypotheses.

This study aims to determine the description and information about the effect of work supervision, work culture and work environment on employee productivity at PT ABC. In this study, it will be discussed how much influence the independent variables of work supervision (X1), work culture (X2), work environment (X3), on the dependent variable of work productivity (Y1).

The research will be conducted at PT ABC, which is one of the food producers in the Cikarang Industrial Estate. The reason the author chose a research site at PT ABC after observing directly in the field that employee productivity is still relatively low because there are still employees who are less than optimal in completing tasks or targets and not a few employees who prioritize personal interests during working hours so that researchers are interested in conducting more in-depth, transparent and specific research. The population in this study were employees at PT ABC with a total of 232 people. The sampling technique used in this study is a non-probability sampling method

with accidental sampling technique, which is a sampling technique based on chance, which means that anyone who happens to meet the researcher and is considered suitable as a data source will be a sample of this researcher. So a sample was taken with a simple random sampling technique of 70 respondents.

IV. RESULT AND DISCUSSION
Validity Test
1. Job Supervision Validity Test

Table 1.
Job Supervision Validity Test Results

Question Item	R Value Count	R Table Value	Desc
X1.1	0,812	0,237	Valid
X1.2	0,931	0,237	Valid
X1.3	0,925	0,237	Valid
X1.4	0,812	0,237	Valid
X1.5	0,359	0,237	Valid
X1.6	0,698	0,237	Valid
X1.7	0,766	0,237	Valid
X1.8	0,756	0,237	Valid
X1.9	0,502	0,237	Valid
X1.10	0,931	0,237	Valid

Based on the results of the validity test on the work supervision variable statement items, it is known that all statement items are valid because r count> r table. So thus it can be continued with the reliability test of the research instrument.

2. Work Culture Validity Test

Table 2.
Work Culture Validity Test Results

Question Item	R Value Count	R Table Value	Desc
X2.1	0,922	0,237	Valid
X2.2	0,491	0,237	Valid
X2.3	0,432	0,237	Valid
X2.4	0,741	0,237	Valid
X2.5	0,922	0,237	Valid
X2.6	0,866	0,237	Valid
X2.7	0,691	0,237	Valid
X2.8	0,491	0,237	Valid
X2.9	0,866	0,237	Valid
X2.10	0,741	0,237	Valid

Based on the results of the validity test on the work culture variable statement items, it is known that all statement items are valid because r count> r table. So thus it can be continued with the reliability test of the research instrument.

3. Work Environment Validity Test

Table 3.

Results of the Work Environment Validity Test

Question Item	R Value Count	R Table Value	Desc
X3.1	0,812	0,237	**Valid**
X3.2	0,931	0,237	**Valid**
X3.3	0,925	0,237	**Valid**
X3.4	0,812	0,237	**Valid**
X3.5	0,359	0,237	**Valid**
X3.6	0,698	0,237	**Valid**
X3.7	0,766	0,237	**Valid**
X3.8	0,756	0,237	**Valid**
X3.9	0,502	0,237	**Valid**
X3.10	**0,931**	**0,237**	**Valid**

Based on the results of the validity test on the statement items of the work environment variable, it is known that all statement items are valid because r count> r table. So thus it can be continued with the reliability test of the research instrument.

4. Work Productivity Validity Test

Table 4.

Work Productivity Validity Test Results

Question Item	R Value Count	R Table Value	Desc
Y.1	0,87	0,237	**Valid**
Y.2	0,686	0,237	**Valid**
Y.3	0,826	0,237	**Valid**
Y.4	0,571	0,237	**Valid**
Y.5	0,252	0,237	**Valid**
Y.6	0,504	0,237	**Valid**
Y.7	0,629	0,237	**Valid**
Y.8	0,918	0,237	**Valid**
Y.9	0,809	0,237	**Valid**
Y.10	**0,795**	**0,237**	**Valid**

Based on the table above, it can be explained that all variables used in this study are valid and invalid, because they have a correlation coefficient above the product moment correlation crisis value of 0.237 so that all questions contained in this research questionnaire are declared valid to continue deeper research.

Reliability Test

Table 5

Reliability Test Results

Variable	Number of Items	Cronbach Alpha	Desc
Job Supervision	10	0,905	**Reliab el**
Work Culture	10	0,880	**Reliab el**
Work Environment	10	0,905	**Reliab el**
Work Productivity	**10**	**0,874**	**Reliab el**

The results of data processing show the Cronbach alpha value for each variable, namely for the Work Supervision variable of 0.905, for the Work Culture variable of 0.880, for the Work Environment variable of 0.905 and for the Work Productivity variable of 0.874.

Classical Assumption Test

Figure 2 Normality Test
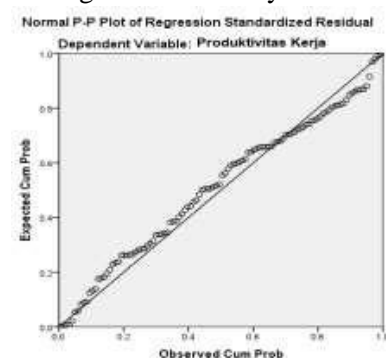
Based on Figure 2, it can be concluded that the data used shows normal indications. Analysis of the graph above shows that the points spread around the diagonal line, and the distribution follows the direction of the diagonal line. "If the data spreads around the diagonal line and follows the direction of the diagonal line, the regression model fulfills the assumption of normality, and vice versa if the data spreads far from the diagonal line and / or does not follow the diagonal line, the regression model does not meet the assumptions of normality". Then the regression model is appropriate to be used to predict Work Productivity based on the input of the independent variables.

Multicollinearity Test

Table 6

Multicollinearity Test Results

Model	Unstandardized Coefficients		Standardized Coefficient	T	Sig.	Collinearity Statistics	
	B	Std. Error	Coeffici			Tolerance	VIF

				Beta		
1 (Constant)	-8.625	1.749		-4.931	.000	
Job Supervision	1.068	.040	.956	26.648	.000	1.000	1.000
Work Culture	.189	.060	.166	3.168	.002	.415	2.412
Work Environment	.926	.058	.829	15.856	.000	.415	2.412

1	.962 a	.925	.923	1.442

Table 6 above shows that all independent variables have a Tolerance value of more than 0.10, meaning that there is no correlation between the independent variables. Likewise, the results of the calculation of the Variance Inflation Factor (VIF) value also show the same thing that all independent variables have a VIF value of less than 10. So it can be concluded that there is no multicolonierity between the independent variables in the regression model in this study.

Heteroscedasticity Test

Figure 3 Heteroscedasticity Test
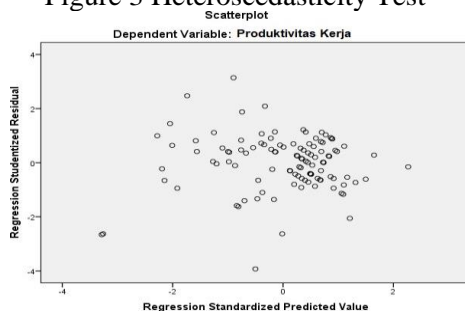
The results of the heteroscedasticity test can be seen that the points spread with an unclear pattern above and below or around the number 0, so it can be concluded that there is no heteroscedasticity problem in the regression model.

Test Coefficient of Determination (R²)

Table 6

Test Coefficient of Determination (R²)

Model R	R Square	Adjusted R Square	Std. Error of the Estimate

The results of the SPSS 24 outpus obtained Adjusted R Square is 0.923. The Adjusted R Square value of this size explains that the role of the Work Supervision (X1), Work Culture (X2), and Work Environment (X3) variables in influencing Work Productivity (Y) of PT. ABC employees is 0.923 or 92.3%. While the rest (residual value) of the role of these variables is 0.137 or 13.7% influenced by other variables not involved in this study.

Hypothesis Test

F Test (Simultaneous Test)

Table 8

F Test

ANOVAᵃ

Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	1696.668	2	848.334	407.958	.000b
Residual	137.245	66	2.079		
Total	1833.913	68			

a. Dependent Variable: Total_Y

b. Predictors: (Constant), Total_X3, Total_X2

The result of dividing the regression Mean Square with the residual Mean Square obtained a calculated F value of 407.958 with a significance probability value limit of 0.000. While the F table value at a significant level of 5% and df 66 is 3.13. Thus the calculated F value (407.958) is greater than the F table (3.13) so that a decision can be made, namely accepting the alternative hypothesis (Ha) and rejecting the Ho hypothesis, meaning that Work Supervision (X1), Work Culture (X2), and Work Environment (X3) together have an effect on Employee Productivity of PT ABC.

T test

Table 9

T test

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		

1	(Constant)	-8.625	1.749		-4.931	.000
	Job Supervision	1.068	.040	.956	26.648	.000
	Work Culture	.186	.060	.166	3.168	.002
	Work Environment	.926	.058	.829	15.856	.000

Based on Table 9, the t test results can be explained as follows:

1) Partial influence of Work Supervision variables on Employee Productivity of PT ABC. From the comparison of the regression coefficient value with the standard error, the calculated t value for the effect of the Work Productivity Orientation variable is 26.648 at the limit of the significance probability value of 0.000. While the t-table value at df 69 and a significant level of 5% is 1.99495. The results of this calculation show that the calculated t value is greater than the t-table value so that a decision can be made that the alternative hypothesis (Ha) is acceptable and rejects the null hypothesis (Ho), meaning that Work Supervision (X1) partially has a significant effect on Work Productivity (Y) Employees of PT ABC.

2) Partial influence of Work Culture variables on Employee Productivity of PT ABC. From the comparison of the regression coefficient value with the standard error, the calculated t value for the effect of the Product Innovation variable is 3.168 at the limit of the significance probability value of 0.001. While the t-table value at df 69 and a significant level of 5% is 1.99495. The results of this calculation show that the calculated t value is greater than the t-table value so that a decision can be made that the alternative hypothesis (Ha) can be accepted and reject the null hypothesis (Ho), meaning that Work Culture (X2) partially has a significant effect on Work Productivity (Y) Employees of PT.ABC.

3) Partial influence of Work Environment variables on Employee Productivity of PT ABC. From the comparison of the regression coefficient value with the standard error, the calculated t value for the effect of the Work Environment variable is 15.856 at the limit of the significance probability value of 0.013. While the t-table value at df 69 and a significant level of 5% is 1.99495. The results of this calculation show that the calculated t value is greater than the t-table value so that a decision can be made that the alternative hypothesis (Ha) can be accepted and reject the null hypothesis (Ho), meaning that the Work Environment (X3) partially has a significant effect on Work Productivity (Y) Employees of PT ABC.

Discussion

Effect of Work Supervision on Work Productivity

Work Supervision (X1) partially has a significant effect on Work Productivity (Y) of PT ABC employees. This is in line with research conducted [22] that work supervision has a positive influence on work productivity, where the more supervision increases, the more worker productivity will increase.

The Effect of Work Culture on Work Productivity

Work Culture (X2) partially has a significant effect on Work Productivity (Y) of PT ABC employees. This is in line with research conducted [23] that work culture partially has a significant effect on work productivity. Work culture has a positive influence on work productivity, where work culture is a factor that greatly influences the rise and fall of employee success in carrying out their duties and obligations. In addition, the work culture that is formed will provide motivation to create good work productivity [24].

Effect of Work Environment on Work Productivity

Work Environment (X3) partially has a significant effect on Work Productivity (Y) Employees of ABC. This is in line with research conducted [25] that the work environment has an influence on work productivity. The work environment has a positive influence on work productivity, where it can be said that a good workplace can increase productivity is better. Therefore it can be said that the work environment can have a positive influence on productivity.

V. CONCLUSION AND SUGGESTION

This study aims to determine the effect of Work Supervision, Work Culture, and Work Environment on Work Productivity. Based on the research results, the following conclusions were obtained.

Work supervision partially affects the work productivity of employees of PT ABC. The hypothesis in this study is accepted because based on the results of the t test statistical test using SPSS 24. From these

results it is concluded that H1 is accepted, which means that work supervision partially affects the work productivity of employees of PT ABC.

Work culture partially affects the work productivity of employees of PT ABC. The hypothesis in this study is accepted because based on the results of the t test statistical test using the help of SPSS 24. From these results it is concluded that H2 is accepted, which means that work culture partially affects the work productivity of employees of PT. ABC.

The work environment partially affects the work productivity of employees of PT ABC. The hypothesis in this study is accepted because based on the results of the t test statistical test using the help of SPSS 24. From these results it is concluded that H3 is accepted, which means that work culture partially affects the work productivity of employees of PT. ABC.

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