

The Influence of Work Discipline and Work Environment on Employee Work Productivity at the Mona Plaza Hotel Pekanbaru

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ARTICLE INFO

Keywords: Work Discipline, Work Environment, Work Productivity

Received : 23, February

Revised : 24, March

Accepted: 25, April

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ABSTRACT

This research aims to analyze the influence of work discipline and employee work environment at the Mona Plaza Hotel Pekanbaru. The research method used is quantitative. The sample for this research was 32 employees with data collection techniques using questionnaires. The data obtained was analyzed through linear regression analysis with the SPSS program. The research results show; (1) There is a significant influence of work discipline on employee work productivity at the Mona Plaza Hotel Pekanbaru. The obtained tcount value $> t_{table}$ or $8.361 > 1,697$ with a significance of $0,000 < 0,05$. The results of simple linear regression analysis show that if work discipline increases by 0,403, it will increase the work productivity of Mona Plaza Hotel Pekanbaru employees by 7,211 constantly. (2) There is a significant influence of the work environment on employee work productivity at Mona Plaza Hotel Pekanbaru. The work environment variable has a calculated tcount value $> t_{table}$ or $6,873 > 1,697$ with a significance of $0,000 < 0,05$. The results of simple linear regression analysis show that if the work environment increases by 0,757, it will increase employee productivity at Mona Plaza Hotel Pekanbaru by 5,085 constantly. (3) There is an influence of work discipline and work environment on employee work productivity at the Mona Plaza Hotel Pekanbaru. From the results of the F test, it is known that the value of Fcount $> F_{table}$ is $42,988 > 3,32$ with a significance value of $0,000 < 0,05$.

INTRODUCTION

The success of a halal company cannot be separated from a quality source of malnutrition. Because of this, every time you are careful, your business will have a source of financial resources that have high work productivity. Productivity is the ability to calculate the maximum output costs - most of which are based on the sales and results available using optimal output benchmarks (Sialgialn, 2008). There are many factors that influence local work productivity, but in this research the author chose work discipline in the work environment. When a company wants the company to work effectively and efficiently, the company must pay attention to work discipline within the dual-hall work environment which can influence the work productivity of the work environment. Work discipline is also needed to increase work productivity, and work discipline makes it difficult for the company to achieve its goals. According to (Fhalraldylal, Putheri; in Sukmalnal, 2021) work discipline and a person's work ability are regularly regulated, persistently persistent in working according to the current schedule without ignoring the existing schedule.

Traffic factors that also affect work productivity in Kalryalwaln also affect the work environment in Kalryalwaln. The work environment is always something that is in the work environment and everything is in the area that is in the area and is influencing itself and how it is carrying out the tasks in the work that are responsible for it. around the workplace when carrying out duties and responsibilities (Mulyah, 2020). The work environment also plays an important role in increasing work productivity in a company and organization. This hall is known as a work environment that is a source of social factors that can motivate people to work together. The back-to-back working environment can be seen from several factors, namely adequate ventilation, back-to-back air circulation, cleanliness of the work environment, layout and decoration and supporting facilities and infrastructure.

The hotel business in Indonesia is increasingly diverse. With the development of the hotel business in Indonesia, especially Riau Province, every hotel is required to be able to increase its existence by showing its respective advantages. Mona Plaza Hotel Pekanbaru is one of the 2 star hotels in Pekanbaru City which provides accommodation, food and drink facilities and other services for guests, precisely located on Jl. HR Soebrantas km 12.5 Jl. Raya Bangkinang or in front of the Riau University campus, Tampan District. Mona Plaza Hotel is a 2 star hotel in Pekanbaru City which was founded on October 24 2003 and has 3 floors and 80 rooms, consisting of 3 types of rooms with different rates depending on the type of room. Mona Plaza Hotel not only provides accommodation facilities but also other facilities such as restaurants, meeting rooms, coffee shops, ballrooms which can be rented for certain events such as weddings and seminars and a spacious lobby, ample parking and 24 hour service and facilities. other. And in this study, researchers focused on employee work productivity for room or accommodation rental services.

Several things that make the Mona Plaza Hotel superior include its easy to access location, namely being located in the middle, such as being in a student area, close to shopping centers, close to hospitals, and easy to reach by public transportation.

For this reason, employees must be placed according to their respective skills. The following is data on the number of employees at the Mona Plaza Hotel Pekanbaru.

Table 1.
Data on the number of employees at Mona Plaza Hotel Pekanbaru 2018-2022

No	Years	Number of employees
1.	2018	68
2.	2019	53
3.	2020	60
4.	2021	31
5.	2022	32

Source : Mona Plaza Hotel Pekanbaru, 2023

In the table above it can be seen that the number of Mona Plaza Hotel employees has fluctuated. The highest number of employees was in 2018, then in 2019 the number of employees decreased, but in 2020, which was the year of the Covid-19 pandemic which attacked the entire world, including Indonesia, the number of employees increased because the Mona Plaza Hotel was appointed by the Pekanbaru City Health Service as lodging for health workers tackling Covid-19. However, in the following years the number of Mona Plaza Hotel employees decreased.

Table 2.
Target and Realization of Room Occupancy Levels Mona Plaza Hotel Pekanbaru in 2018-2022

No.	Years	Sales Targets	Sales Realization	Percentage
1.	2018	8,671 rooms	5,882 rooms	68%
2.	2019	8,183 rooms	4,622 rooms	54%
3.	2020	9,490 rooms	7,555 rooms	79%
4.	2021	5,558 rooms	2,545 rooms	49%
5.	2022	3,669 rooms	1,746 rooms	48%

Source : Mona Plaza Hotel Pekanbaru, 2023

Mona Plaza Hotel has tried to improve the work discipline and work environment of its employees. However, based on the researcher's observations and interviews with HRD Mona Plaza Hotel Pekanbaru, in several cases employee work discipline was still found to be poor at the Mona Plaza Hotel, employees were still found who often came late to work, if this continues to happen it will certainly affect service and employee work productivity. Researchers assume that the failure to achieve the room occupancy target was caused by low levels of employee productivity caused by indiscipline which can be seen from employee attendance data at the Mona Plaza Hotel Pekanbaru from 2018-2022.

Table 3. Mona Plaza Hotel Pekanbaru Employee Attendance Data for 2018-2022

No.	Years	Number of Employees at End of Year	Alpha	Permission	Sick	Late
1.	2018	68	39	146	20	50
2.	2019	53	33	45	25	53
3.	2020	60	35	49	27	51
4.	2021	31	23	44	25	51
5.	2022	32	25	35	26	35

Source: Sumber : Mona Plaza Hotel Pekanbaru, 2023

Apart from work discipline, there are other factors that can influence employee work productivity at Mona Plaza Hotel Pekanbaru, namely the work environment, Mona Plaza Hotel has provided a good work environment for employees including air conditioning such as fans, private lockers that fulfill employee privacy and family deliberation. . However, apart from that, problems were found in the work environment at the Mona Plaza Hotel, namely that there were several parts of the physical work environment that were not good at the Mona Plaza Hotel itself, namely a lack of lighting and an untidy work space. In terms of the non-physical environment, the relationship that exists between superiors and subordinates can be said to be good. In this case, the researchers observed how the communication between Mona Plaza Hotel HRD and its employees was carried out.

Based on the problems described above, in this research the author will examine the problem with the title "The Influence of Work Discipline and Work Environment on Employee Work Productivity at the Mona Plaza Hotel Pekanbaru"

LITERATURE REVIEW

Understanding Work Discipline

Work discipline according to (Sutrisno, 2009) is a tool used by managers as a tool to communicate with employees so they are willing to change an activity and as an effort to increase a person's awareness and willingness to follow all company regulations and applicable social norms. (Hasibuan, 2012) also stated that discipline is the desire and awareness to obey company regulations and social norms. Another opinion regarding work discipline was also expressed by Sinambela in (Nur, Luthfia & Saleh, 2019), stating that work discipline is a person's work ability to work regularly, persistently and continuously and work in accordance with applicable rules without violating the applicable rules. has been set.

H1: It is suspected that there is an influence on work discipline and work productivity on work productivity at the Monal Plaza Pekalnbalru Hotel

Work Environment

According to (Sedarmayanti, 2011) the definition of the work environment is the totality of tools and materials encountered, the surrounding environment where a person works, his work methods, and his work arrangements both as an individual and in a group. Meanwhile, Nitisemito in (Diana, 2021) said that

the work environment is everything that is around the worker and that influences him in carrying out the tasks assigned to him. And the work environment according to (Afandi, 2018) is something in the worker's environment that can influence him in carrying out his work, such as temperature, humidity, ventilation, lighting, noise, cleanliness of the workplace, and whether or not the tools for work are adequate.

H2: It is suspected that there is an influence of work environmental factors on work productivity at the Monal Plaza Pekanbaru Hotel.

Work Productivity

According to (Sialgialn, 2008) work productivity is the ability to obtain as much profit as possible from the resources and resources that are available by producing optimal production (output). Meanwhile, according to Sinungaln dallalm (Busro, 2018), work productivity is due to the inability of a person and a group of people to halt the balance in the jalsal in a certain way which has also been determined in accordance with the plan. According to Riyalnto in Elbaldialnsyalh, 2019, technical productivity is the balance of the required halsil alntalnal (output) with all the required resources (input).

H3: It is suspected that there is an influence of disciplinary morals in the work environment on work productivity at the Monal Plaza Pekanbaru Hotel.

METHODOLOGY

This type of research is qualitative research. In the research that was carried out at the Monal Plaza Hotel Pekanbaru, this sample had a signal population of around 32 people. Also the technique for collecting data in this research is distributing questionnaires. The descriptive method is a method that is carried out by analyzing general legal concepts and analyzing existing data and then connecting them with relevant theories and related issues to see the relationship between work disciplines and the work environment haldalp work productivities kalryalwaln paldal Monal Plalzal Hotel Pekanbaru . To find out the relationship between job discipline (work discipline in the work environment) and work productivity at the Monal Plaza Hotel Pekanbaru, researchers used quantitative methods. Statistical calculations regarding data obtained to carry out measurements regarding research using the SPSS software application.

RESEARCH RESULT

Work Discipline Affects Work Productivity

Simple Linear Regression

Simple linear regression analysis results and results of the influence of work discipline on work productivity in the Monal Plaza Hotel Pekanbaru in the following SPSS calculations:

Table 4. Results of Simple Linear Regression Tests for Work Disciplines Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	7.211	1.511		4.772	.000
	DISIPLIN KERJA	.403	.048	.837	8.361	.000

a. Dependent Variable: WORK PRODUCTIVITY

Source: Data Output SPSS, 2024

So the result of this business model is that work discipline has increased by 0.403% and work productivity has increased by 7,211%.

T-test

The t test was used to test significance in looking at the global influence of dependent cerebral palsy variables. This test was carried out with a significance level of 0.05 to 5%. The total value with a significant talralf of 0.05 plus 5% can be determined by the following calral:

df : **n-2**

: **32-2**

: **30**

t_{table} : **1,697**

Table 5. Work Discipline t-Test Results on Work Productivity Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	7.211	1.511		4.772	.000
	DISIPLIN KERJA	.403	.048	.837	8.361	.000

a. Dependent Variable:WORK PRODUCTIVITY

Source: Data Output SPSS, 2024

From the Dalpalt digital data table, it is known that tcount = 8,361 > ttalbel = 1.697 and the significance value of work discipline is 0.000 < 0.05. In this way, a hypothesis has been developed which explains that work discipline has an influence on work productivity in kalryalwaln paldal Monal Plalzal Hotel Pekalnbalru dalpalt is accepted

Results of the Simple Determinal Coefficient Test for Work Discipline on Work Productivity

This test is used to find out if the independent variable (X) has a significantly significant influence on the dependent variable (Y) and to find out if the regression model is used to determine if the value is not.

Table 6. Results of the Simple Determinal Coefficient Test for Work Discipline Work Productivity Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.837 ^a	.700	.690	1955.287

a. Predictors: (Constant), DISIPLIN KERJA
 b. Dependent Variable: PRODUKTIVITAS KERJA
 Source: Data Output SPSS, 2024

Work Environment Affects Work Productivity Simple Linear Regression

The results of simple linear regression analysis of the influence of the work environment on the work productivity of the Monal Plaza Hotel Pekanbaru dalpalt are seen in the following SPSS calculations:

Table 7. Simple Linear Regression Test Results Work Environment on Work Productivity Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	5.085	2.135		2.381	.024
	LINGKUNGAN KERJA	.757	.110	.782	6.873	.000

a. Dependent Variable: WORK PRODUCTIVITY
 Source: Data Output SPSS, 2024

So the result of this business model is that the working environment has increased by 0.757 percent, and the productivity of the hotel has increased by 5,085 percent.

The t test was used to test significance in looking at the global influence of dependent cerebral palsyall variables. This test was carried out with a significance level of 0.05 to 5%. The total value with a significant talralf of 0.05 plus 5% can be determined by the following calral:

df : n-2
 : 32-2
 : 30
 t_{table} : 1,697

Table 8. Results of the Palsriall Test (t Test) for Work Environment Work Productivity Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	5.085	2.135		2.381	.024
	WORK ENVIRONMEN T	.757	.110	.782	6.873	.000

a. Dependent Variable: WORK PRODUCTIVITY
 Sourcer: Data Output SPSS, 2024

From the digital data table, it can be seen that $t_{count} = 6.873 > t_{tabel} = 1.697$ and the significant value of the work environment is $0.000 < 0.05$. In this way, the hypothesis that explains how the work environment has an influence on work productivity at the time of the Monal Plaza Hotel Pekanbaru has been accepted.

Results of the Simple Determinal Coefficient Test on the Work Environment on Work Productivity

This test is used to find out if the independent variable (X) has a significantly significant influence on the dependent variable (Y) and to find out if the regression model is used to determine if it is not.

Table 9. Results of the Simple Determinal Coefficient Test in the Work Environment despite work productivity

Model Summary ^b				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.782 ^a	.612	.599	2223.872

a. Predictors: (Constant), WORK ENVIRONMENT

b. Dependent Variable: WORK PRODUCTIVITY

Source: Data Output SPSS, 2024

Based on a total of 5.23 in the data, it is known that the value of R square is 0.612, which means that the work environment contributes to the work productivity of the Monal Plaza Hotel Pekanbaru, amounting to 61.2% and the remaining 38.8% is influenced by the value traffic bell.

Work Discipline in the Work Environment Affects Work Productivity in the Work Environment

Multiple Linear Regression Test Results

Multiple linear regression analysis aims to find the influence of the dual factor over independent variables (X) over the dependent influence (Y). The results of linear regression calculations based on the SPSS program in this research are as follows:

Table 10. Results of Galvanized Linear Regression Tests Work Discipline in the Work Environment on Work Productivity

Model	Coefficients ^a				
	Unstandardized Coefficients		Standardized Coefficients	T	Sig.
	B	Std. Error	Beta		
1 (Constant)	4.762	1.752		2.718	.011
	.277	.070	.575	3.957	.000
WORK DISCIPLINE	.331	.141	.341	2.350	.026

a. Dependent Variable: PRODUKTIVITAS

Source: Data Output SPSS, 2024

From the analysis of linear regression based on the results, the following results are shown:

1. Work discipline has increased by 0,277%, work productivity has increased by 4,762%.
2. The working environment has increased by 0.331, the work productivity has increased by 0.331, the work productivity has increased by 4,762.

Simultaneous Test Results (F Test)

The F test is used to determine the influence of work discipline in a global work environment that has a significant global influence on local work productivity.

Table 11. Simultaneous Test Results (F Test) of Work Discipline in the Work Environment Regarding Work Productivity

ANOVA^a

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	285634693.161	2	142817346.580	42.988	.000 ^b
	Residual	96346291.714	29	3322285.921		
	Total	381980984.875	31			

a. Dependent Variable: PRODUCTIVITY

b. Predictors: (Constant), ENVIRONMENT, DISCIPLINE

Source: Data Output SPSS, 2024

It is known that the F count is 42,988. To find out the Dalpalt F_{table}, use the following formula:

df1 : k

df2 : n - k - 1

df1 : 32-2-1

df2 : 29

Based on the F_{table} distribution calculation for df = 29 the result is 3,328

According to Jaldi, the F-talbel test above shows a value of F_{count} of 42.988 > F_{table} of 3.328 in a sig of 0.000 < 0.05. Thus, it is indicated that work discipline (X1) in the work environment (X2) has a significant influence on work productivity (Y), and the quality of work discipline in the work environment also increases lzal Hotel Pekalnbalru.

Results of the Determinal Coefficient Test (R2)

The determinal coefficient (R2) essentially measures the extent to which the model is able to predict the value of its dependent variables. The results of the calculation of the Dalpalt determinal coefficient are seen as follows:

Table 12. Results of Determinal Coefficient Test Work Discipline in the Work Environment on Work Productivity

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.865 ^a	.748	.730	1822.714

a. Predictors: (Constant), WORK ENVIRONMENT, WORK DISCIPLINE

b. Dependent Variable: WORK Productivity

Source: Data Output SPSS, 2024

Based on a total of 5.26 in the altals, it is known that the value of R squalre aldallalh is 0.748, meaning that work discipline in the work environment contributes to work productivity at Monal Plaza Hotel Pekalnbalru, which is 74.8%, while the remaining signal is equal r 25.2% was influenced by traffic variables which were not studied.

DISCUSSION

This research aims to understand the influence of work discipline in the work environment on work productivity in the capital city of Monal Plaza Hotel Pekalnbalru. Overall, this research gives results that are in line with halalpaln. The results of descriptive statistical analysis of independent and dependent variables show research results in reverse categorization. Aldalhalsaln for each research objective is as follows:

The Influence of Work Discipline on the Work Productivity of Mona Plaza Hotel Pekanbaru Employees

The results of Paldal Valrialbel's research on work discipline show that there is an influence of work discipline on work productivity in Kalryalwaln Paldal Monal Plaza Hotel Pekalnbalru. From the results of the work discipline t-test, it is known that $t_{count} = 8.361 > t_{tabel} = 1.697$ and the significance value of work discipline is $0.000 < 0.05$. This hall proves that work discipline is still significant. Based on these results, the initial hypothesis of this research which reads "It is suspected that there is an influence of work discipline on work productivity at the Monal Plaza Pekalnbalru Hotel" is accepted.

Work discipline has an influence on work productivity, and work discipline is a determining factor in future productivity. Salmal Hall is aware of what was put forward by (Sumalrsono, 2010) that productivity is influenced by various factors related to the work force itself as well as other factors, such as educational factors, skills, work discipline, motivation, attitude in work ethics, nutrition in terms of health, production levels, environmental issues in the work climate, industrial relations, technology, production issues, malmanagement and performance opportunities.

This is also proven by previous research conducted by (Alndini et al., 2019) which found that work discipline has a positive influence on work productivity at PT Perkebunan Nusantara IV Pabatu Business Unit.

Based on the direct operational results carried out by researchers, the work productivity of the Monal Hotel Hotel is directly influenced by work discipline, this is due to the fact that if Kalryalwaln has high work discipline, Kalryalwaln will certainly have high work productivity as well. Due to the work discipline in kalryalwaln kalryalwaln kalryaln alkaln penalizes all the natural, normal and ethical practices that take place in the company so that dalpalt reduces work waste, waste of money, and waste of time in dalpalt is kept to a minimum.

The Influence of the Work Environment on Work Productivity Employee Mona Plaza Hotel Pekanbaru

The results of the research carried out in Valrialbel's work environment are related to the influence of the work environment on work productivity in Kalryalwaln in Monal Plaza Hotel Pekalnbalru. The work environment value

has a value of $t_{count} = 6.873 > t_{tal} \text{ value} = 1.697$ with a work environment significance value of $0.000 < 0.05$. This proves that the work environment has a significant influence on the productivity of the work environment. Based on this result, the second hypothesis in this research which reads "It is suspected that there is an influence of environmental factors on work productivity on work productivity at the Monal Plaza Pekalnbalru Hotel" has been accepted. This is in line with what was put forward by (Busro, 2018), regarding various factors that influence work productivity and the work environment. Dimalnal work environments that support traffic flow, work space circulation, metal traffic, falsitals, decorations in alkaline traffic affect local work productivity.

This has also been proven through previous research conducted by (Lourens, Alndre & Wibowo, 2022) that the work environment has a significant influence on work productivity and also has a significant influence on work productivity.

Based on direct operational experiences at Monal Plaza Hotel Pekalnbalru, Kalryalwaln's work productivity is directly influenced by the work environment. If the work environment created by the company has a positive value then the work environment has a positive influence on the work productivity of the work environment. In this hall, the work environment provided by Paldal Kalryalwaln Malkal Alkaln also brings back the work productivity of Kalryalwaln Paldal Monal Plalzal Hotel Pekalnbalru.

The Influence of Work Discipline in the Work Environment on Work Productivity at Work at the Mona Plaza Hotel Pekanbaru

There is an influence of work discipline in the work environment on work productivity in Kalryalwaln Paldal Monal Plaza Hotel Pekalnbalru. From the results of the F test, it is known that the value of $F_{count} > F_{talbel}$ is $42,988 > 3.32$ with a significance value of $0.000 < 0.05$. The results of the determinial coefficient test show that the Aldjusted R squalre value is 0.748, meaning that work discipline in the work environment contributes to work productivity at Monal Plaza Hotel Pekalnbalru, which is 74.8%, while the remaining signal is 25.2% affected by valrialbel traffic. This proves that work discipline in the work environment has a significant influence on work productivity. So the third hypothesis in this research has been accepted, namely that there is a significant influence on work discipline in the work environment on work productivity in the hotel area of the Monal Plaza Hotel Pekalnbalru.

Based on the results of direct practical experience by operational researchers, personal work productivity is directly influenced by work discipline in the work environment. In order to increase productivity, it is not necessary to be the sole responsibility of the local government, the company in the local capital has the responsibility to create a source of financial resources that has a high level of productivity. So that when work discipline in the work environment has returned to normal productivity, productivity has also returned.

CONCLUSIONS AND RECOMMENDATIONS

Based on the results of the research which was based on theoretical studies and the formulation of malsallah which has been proven, the following conclusions can then be drawn:

1. Based on work discipline, results are obtained which show that the work discipline of Monal Hotel Pekanbaru is completely based on the reverse category. This means that Kalryalwaln has implemented work discipline and carried out his duties in his talnggugungjalwalbnyal. Such as in returning home in accordance with the operational regulations set by the Monal Plaza Hotel, complying with the SOP, in providing the attributes in the hotel in accordance with the company's legal regulations.
2. Based on the results of the work environment, results were obtained which showed that the work environment of the Monal Hotel Hotel Pekanbaru was completely in the reverse category. This means that the working environment of Kalryalwaln is back, the physical work environment or the non-physical work environment is already in accordance with Kalryalwaln's wishes.
3. Based on the results of the results obtained which show that the work productivity of Kalryalwaln is based on the reverse category.
4. Partially, it can be seen that the work discipline variable has a significant influence on employee work productivity. So the hypothesis in this research can be accepted. The better the level of employee work discipline, the better the employee work productivity at the Mona Plaza Hotel Pekanbaru.
5. Partially, it can be seen that work environment variables have a significant influence on employee work productivity. So the hypothesis in this research can be accepted. The better the employee work environment, the better the employee work productivity at Mona Plaza Hotel Pekanbaru.
6. Simultaneously, work discipline and the work environment have a significant effect on employee work productivity at the Mona Plaza Hotel Pekanbaru. So the hypothesis in this research can be accepted.

ADVANCED RESEARCH

Based on the results from the conclusions, the authors provide information that can be used as a consideration for further research by research companies. Aldall also from the author as follows:

1. In general, the overall work discipline of the Monal Plaza Hotel Pekanbaru has been carried out in the reverse category, but based on the overall weight of the global score, it can also be seen from the dimensions of the frequency of accidents based on the lowest score weight. Due to the influence of work discipline on Kalryalwaln's work productivity, the Monal Plaza Hotel Pekanbaru is unable to reverse the Kalryalwaln's work discipline which is related to the frequency of accidents through warnings in Kalryalwaln's work discipline which still does not follow equipment uraln.
2. In general, the overall work environment of the Monal Plaza Hotel Pekanbaru has been tested again, but based on the overall weight of the

overall score, it can be seen that the dimensions of the physical work environment have the lowest score, apparently the impact of the work environment on productivity of workers in the physical working environment at Monal Plaza Hotel Pekanbaru is able to provide a physical working environment that suits the needs of the current working environment.

3. Productivity of work in the physical working environment at Monal Plaza Hotel Pekanbaru is entirely based on the reverse category. Several individuals have shown that they have been going back and forth during their duties. However, based on the weighting of scores, the work quality dimension has the lowest score. In the event that this process is halted, the company can reverse the quality of work so that in the future the company can meet the targets that have already been set by the legal company.
4. Research principals are always encouraged to carry out similar research by adding traffic-dependent variables which are of course in accordance with the data provided by the legal company.

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