

The Influence of Work Ethic, Reward and Work Environment on Employee Productivity Pt Bersama Oesaha Saragih Sejahtera

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ABSTRACT

This study investigates how work ethic, rewards, and the work environment affect employee productivity at PT Bersama Oesaha Saragih Sejahtera. Utilizing a quantitative approach, the research involved surveying 94 employees as respondents. Multiple linear regression analysis was conducted to explore the relationships among these variables. The findings reveal that both rewards and the work environment significantly and positively influence employee productivity, whereas work ethic does not exhibit a significant effect. These results imply that enhancing the work environment and offering appropriate rewards can boost employee productivity, although attention to improving work ethic remains important for overall employee well-being. The determination test results indicate that 67% of the variance in the dependent variables work ethic, rewards, and work environment can account for employee productivity at PT Bersama Oesaha Saragih Sejahtera, leaving 33% influenced by other factors outside the model.

INTRODUCTION

An organization has several interrelated and influential factors to consider when pursuing its goals. Among these factors, human resources are particularly crucial as they serve to motivate and coordinate the other elements. As a result, effective management and optimization of human resources are essential for any organization. Human resource management is vital for companies, as it goes beyond merely handling capital; it involves recruiting reliable employees who can perform their duties competently and responsibly, thereby enhancing the organization's overall effectiveness in achieving its objectives.

Effective human resource management ensures that employees are well-managed, organized, and utilized, allowing them to contribute productively toward the company's goals. To meet the needs of employees while aligning with organizational demands, professional management of human resources is necessary. The success of an organization in reaching its goals is intrinsically linked to its human resource factors. Humans are strategic assets within an organization, as they play a vital role in executing activities aimed at achieving objectives, making the presence of strong human resources indispensable (Aziz, 2016).

Resources within an organization can be broadly categorized into two types: human resources and non-human resources. Among these, human resources are paramount for ensuring the organization's continuity (Andhini, 2017). Employees and organizations are inherently interconnected; employees are fundamental to the operational success of a company. When employees exhibit high productivity and motivation, the organization thrives, leading to improved performance and accomplishments. Conversely, if employees lack productivity, demonstrate low morale, and show little tenacity in their work, the organization's progress can stagnate.

Labor is a critical resource within any organization. An organization is more likely to advance and grow when it possesses a reliable workforce that can effectively collaborate with its leadership to accomplish assigned tasks. It is essential for both workers and leaders to support one another, cooperate, and respect each other's rights and obligations. Companies implement various strategies to achieve high performance, as human factors are fundamentally more important than other resources (Dihan, 2017).

Productivity is a crucial factor that significantly affects a company's growth or decline, indicating that enhancing productivity leads to improved welfare and overall quality within the organization. Therefore, it is essential to implement measurements within the company to establish productivity benchmarks that have been achieved and to serve as a foundation for planning future productivity enhancements. According to Sedarmayati (2018), productivity can be defined as a comparison between the outcomes attained and the contributions of employees over a specific period. This can also refer to the quantity of goods or services produced by an individual, group, or employee within a designated timeframe. In contrast, Martono (2019) describes productivity as the ratio of output volume to the input quantity utilized. At PT Bersama Oesaha Saragih Sejahtera, employee productivity emerged as an issue following a preliminary survey. The problems

were identified through the results of a pre-survey conducted by researchers involving twenty employees at PT Bersama Oesaha Saragih Sejahtera. Below are the findings from the pre-survey carried out with several employees at the company:

Table 1. Employee Productivity Pre-Survey Results

No	Statement	Yes		No	
		Total (People)	Percent (%)	Total (People)	Percent (%)
1.	Employees always do their work with full responsibility	6	30%	14	70%
2.	The quality of employee work is in accordance with the standards set by the company	9	45%	11	55%
3.	Tasks and responsibilities are assigned according to the employee's ability	15	75%	5	25%

Source: Pre-Survey Results, 2024

From the results of the pre-survey questionnaire conducted with twenty employees, as shown in Table 1 above, it is evident that there are issues with employee productivity at PT. Bersama Oesaha Saragih Sejahtera. These findings highlight several problems that the company needs to address to avoid negative consequences in the future. For example, in response to the first question, only six employees, or about 30%, demonstrated responsibility for their work. Furthermore, the second question revealed that only nine employees, representing 45%, maintained work quality that met the company's standards, raising concerns about employees' job qualifications.

These productivity issues could pose significant challenges to the company if left unresolved, as employees are expected to perform their duties professionally to contribute to the company's success. One of the factors that influence employee productivity is work ethic, which involves being responsible, committed, and focused on producing quality work. A strong work ethic is essential for fostering high levels of efficiency and performance within the organization.

Zamzam (2017) defines work ethic as a set of beliefs about the value of work that a person adheres to. Seno (2018) views work ethic as a voluntary and conscious attitude shaped by a system of values or work-oriented cultural ethics, which reflect an individual's attitude, character, and beliefs. Simanjuntak (2020) adds that a work ethic is a collection of positive work behaviors rooted in cooperation, strong beliefs, and total commitment to a comprehensive work paradigm.

Additionally, based on previous observations made by researchers at PT. Bersama Oesaha Saragih Sejahtera, it was found that many employees fail to follow proper work procedures, frequently arrive late, and often disregard the company's work-hour regulations. Absenteeism has also been noted as a

significant problem. The attendance records from PT. Bersama Oesaha Saragih Sejahtera provide a clear illustration of these issues.

Table 2. Attendance data of employees of PT. Bersama Oesaha Saragih Sejahtera
(February - April 2024)

No.	Months	A (Absent)	S (Sick)	P (Permits)	D (Defaulters)
1.	February	53	22	14	20
2.	March	47	23	18	15
3.	April	27	22	16	19
	TOTAL	127	67	48	54

Source: PT Bersama Oesaha Saragih Sejahtera

Based on Table 1.2 above, which details employee attendance data from February to April 2024, it can be observed that the highest number of employees absent without notice occurred in February. Additionally, the highest number of employees who reported being sick or took leave during the past three months was recorded in March. As for employee departures, February saw the greatest number of employees leaving the company.

Employees with a strong work ethic typically exhibit positive attitudes, character, and dedication in performing their duties, consistently striving to work at their best. When work is perceived as meaningful and noble, a high work ethic naturally follows. On the other hand, if work is regarded as insignificant, the work ethic tends to decline, especially if there is no strong belief or attitude toward the value of work.

Another key factor influencing employee productivity is rewards. According to Dicky Saputra (2017), rewards serve as a form of motivation for employees to carry out their tasks. Sutrisno (2019) explains that rewards or recognitions are compensations offered by companies to employees in exchange for their time, effort, and intellectual contributions. The main goals of a company's reward program are to:

1. Attract skilled individuals,
2. Retain employees and reduce absenteeism,
3. Motivate employees to achieve high levels of performance.

Fahmi (2017) defines rewards, often referred to as compensation, as forms of remuneration given to employees for their work achievements, encompassing both financial and non-financial forms. Rosyid (2018) further states that rewards are a way to recognize and appreciate praiseworthy actions, both in professional and educational settings.

As a driver of company success, rewards play a vital role. When a company struggles to achieve its goals on time or faces implementation challenges, offering rewards to employees who consistently meet targets can encourage better

performance. Therefore, rewards act as a powerful tool for recognizing individuals or teams who excel in their work, providing them with positive motivation to continue delivering exceptional results in the future.

From the results of the literacy of several journals that researchers read related to the variables of this scientific work, namely in the previous study there was a problem with the reward variable, where in the study conducted by Putra, Dana Hardianto (2019) entitled "Analysis of the Influence of Training, Implementation of SOPs, Reward Systems, Work Environment and Equipment on Work Productivity (Case Study of Motorcycle Workshops in Gresik City)". The results show that the Reward System has a negative and significant effect on Technician Productivity, while the Work Environment and Equipment have a negative and insignificant effect on Technician Productivity. Another study conducted by Novia Anggraini (2023), the results showed that some of the variables briefing, rewards and work environment have a significant effect on employee productivity. These three variables have a positive and significant effect on employee work productivity. The next factor that influences employee productivity is the work environment. According to Ayubi & Ali (2020) the work environment is everything that is around and that can influence him in carrying out the tasks assigned. Martin (2017), the work environment is the norms, expectations and beliefs of the personnel involved in the organization. This can provide motivation to act to direct employee and leader performance.

Data or information about work environment problems in the company that the researcher conducted was obtained from interviews with several employees in the company. From the results of the interviews conducted by the researcher, the statement of the work environment problem in the company is that some of the employees are less comfortable working for a long time in the office because there are no complete facilities that support employee work and the work environment is less comfortable because the office location is very close to residential areas so that there is noise, poorly maintained office buildings, less than optimal air ventilation, and difficult networks because they are in areas far from urban areas. From the various things above are factors that can reduce employee productivity at PT. Bersama Oesaha Saragih Sejahtera.

From the review of several journals related to the variables in this research, previous studies revealed issues with the reward variable. In a study by Putra Dana Hardianto (2019) titled "Analysis of the Influence of Training, Implementation of SOPs, Reward Systems, Work Environment and Equipment on Work Productivity (Case Study of Motorcycle Workshops in Gresik City)," the findings indicated that the reward system had a negative and significant impact on technician productivity. Additionally, the work environment and equipment

were found to have a negative but insignificant effect on technician productivity. In contrast, a study conducted by Novia Anggraini (2023) revealed that the variables of briefings, rewards, and work environment all had a positive and significant effect on employee productivity. These results suggest that these three variables can significantly enhance work productivity.

The work environment is another critical factor influencing employee productivity. According to Ayubi & Ali (2020), the work environment consists of all surrounding elements that can impact an individual's ability to perform assigned tasks. Martin (2017) further explains that the work environment encompasses the norms, expectations, and beliefs held by the personnel within the organization, which can provide motivation and shape the performance of both employees and leaders.

The researcher gathered data regarding work environment issues in the company through interviews with several employees. From these interviews, it was identified that some employees felt uncomfortable working for extended periods in the office due to inadequate facilities that failed to support their tasks. Additionally, the office environment was deemed uncomfortable due to its proximity to residential areas, resulting in noise disruptions, poorly maintained office infrastructure, suboptimal air ventilation, and unreliable internet networks because of the office's remote location, far from urban areas. These factors collectively contribute to reduced employee productivity at PT. Bersama Oesaha Saragih Sejahtera.

Based on the explanation above, it indicates that a decline in productivity may occur. If this persists over time, it will likely affect profitability, leading to a decrease. This reduction in profitability could, in turn, threaten the company's long-term sustainability. The root cause of this productivity decline is linked to employee tardiness and frequent unexcused absences, making it difficult for management to supervise tasks effectively as certain departments experience staff shortages. Furthermore, the level of discipline among employees and between superiors and subordinates is notably poor, with frequent disagreements. The lack of mutual respect and courtesy among colleagues, or towards superiors, negatively impacts the work environment, which in turn lowers the overall work ethic, further diminishing employee productivity.

LITERATURE REVIEW

Employee Productivity

Every company strives to ensure that employees can achieve optimal work productivity. Employee productivity is crucial for a company as it serves as an

indicator of success in business operations. Higher employee productivity directly correlates with increased company profits and overall productivity. According to Sukardi (2021), work productivity is the level of an individual's success in completing their tasks, which can be assessed through dimensions such as engagement, planning skills, effort, and overall performance.

Kustini and Sari (2020) explain that work productivity refers to the ability to produce goods or services by utilizing various resources and capabilities that each worker possesses. Setya (2018) adds that work productivity measures how well an organization utilizes its resources to achieve results, aiming to maximize performance while minimizing resource use.

Based on the above theories, work productivity can be understood as the relationship between outputs and the resources required to produce them. A company is considered productive when it meets its goals by converting inputs into outputs efficiently and at a low cost. Productivity is thus a performance measure encompassing both effectiveness achieving set goals and efficiency, which is the ratio of output to the resources used to attain those goals.

Work Ethic

The quality of human resources can be measured by the strength of their work ethic, their loyalty to the job, and their improved welfare. A key indicator of employee quality is their work ethic; the stronger it is, the higher the employee's caliber. Priansa (2018) defines work ethic as the enthusiasm employees have to perform better and add value to their work. Ginting (2016) views work ethic as a spirit that defines an individual or group, grounded in ethical beliefs and demonstrated through determination and concrete actions in the workplace. Somantri (2019) adds that while different interpretations of work ethic exist, they all focus on the core principle of shaping human attitudes.

In summary, work ethic can be understood as the sum of a person's character and how they express, interpret, and give value to their actions, motivating them to perform at their best. This helps to establish harmonious relationships both within themselves and with others.

Reward

According to Dicky Saputra (2017), rewards serve as motivation for employees in performing their tasks. An effective reward system ensures employee satisfaction, helping the company attract, retain, and motivate individuals who contribute positively to the organization's productivity. Adhitomo Wirawan et al. (2018) emphasize that rewards play a crucial role in encouraging employees to share innovative ideas, thus enhancing both financial and non-financial aspects of company performance. Saputra (2017) also divides rewards into two categories: Extrinsic and Intrinsic. Extrinsic rewards, which

come from external sources, include financial incentives like salaries, bonuses, and allowances, as well as non-financial benefits such as promotions and interpersonal recognition. Intrinsic rewards, on the other hand, are self-regulated and involve personal satisfaction, achievement, and autonomy.

In summary, rewards can be seen as expressions of appreciation or recognition for an individual's contributions. Winda Sri Astuti et al. (2018) outline four key factors for designing reward policies: (1) Internal consistency, ensuring fair comparison of different roles within the company; (2) External competitiveness, setting rewards at a level that keeps the company attractive compared to its competitors; (3) Employee contribution, aligning rewards with the value employees bring to the company; and (4) Administration, which includes careful planning, budgeting, communication, and evaluation of the reward system.

Work Environment

The work environment is a key factor that management must prioritize as it directly impacts employees' performance and work processes. A conducive and comfortable environment allows employees to work more efficiently and effectively. When employees feel safe and supported in their surroundings, they are more likely to stay engaged and loyal to the company. On the other hand, a poorly maintained or uncomfortable work environment can lead to decreased productivity and dissatisfaction, which in turn affects the company's overall performance and employee retention. A secure and pleasant atmosphere promotes trust within the organization, encouraging employees to perform their duties with confidence.

According to Sedarmayanti (2017), the work environment encompasses everything from the tools and materials used to the surrounding conditions, work methods, and job organization, whether on an individual or group level. The work environment is typically categorized into two types: physical and non-physical. Ekawati (2022) defines it as the conditions that surround employees while they carry out their responsibilities, influencing how effectively they perform their tasks, which in turn impacts the company's operations.

Research by Andriani & Agustina (2022) shows that an unhealthy or uncomfortable environment can significantly reduce employee productivity and morale, hindering the achievement of organizational goals. Stress, lack of enthusiasm, and tardiness often result from poor working conditions. Conversely, a healthy and supportive work environment fosters enthusiasm, better focus, and faster completion of tasks. The work environment is composed of two main dimensions: the physical (such as lighting, cleanliness, and layout) and the non-physical (such as workplace relationships and employee welfare). For an organization to succeed, it must provide an optimal balance of both dimensions to ensure employees remain productive and work collaboratively with colleagues and management.

Conceptual Framework

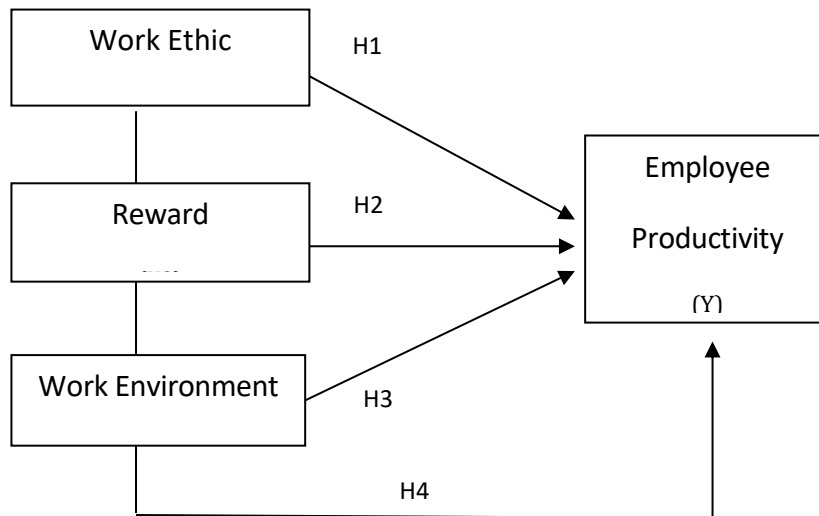


Figure 1. Conceptual Framework

Based on the conceptual framework above, the following hypotheses can be drawn:

- H1 : Work ethic have a positive effect and significant on the employee productivity.
- H2 : Reward have a positive effect and significant on the employee productivity.
- H3 : Work environment have a positive effect and significant on the employee productivity
- H4 : Work ethic, reward, work environment have a positive effect and significant on the employess productivity.

METHODOLOGY

The research methodology employed in this study follows a quantitative approach due to its structured and systematic nature. According to Sinambela (2020), quantitative research is characterized by the use of numerical data to process information in a logical and organized manner. This type of research is focused on measuring quantities or numerical values that can be applied to the phenomena being observed. As stated by Nur Fadilah Amin (2023), a population in research refers to all elements, including objects and subjects, that share specific traits and characteristics. Populations can be categorized in various ways: by size, such as finite or infinite populations; by nature, such as homogeneous or heterogeneous populations; and by other distinctions, such as target populations and survey populations. The population involved in this research consists of the permanent employees of PT. Bersama Oesaha Saragih Sejahtera in Medan City. The total number of employees, based on assessments and individual opinions, amounts to 94 people.

Table 4. Results of Validity Test of Productivity Variable (Y)

Number of Statement	Item Corrected Total Correlation (rcount)	rtable	Description
Statement 1	0.586	0.284	Valid
Statement 2	0.625	0.284	Valid
Statement 3	0.859	0.284	Valid
Statement 4	0.705	0.284	Valid
Statement 5	0.705	0.284	Valid
Statement 6	0.666	0.284	Valid

Source: Research results, 2024 (data processed)

Referring to Table 4 above, it can be observed that the validity values for the employee productivity statements are all valid, as each exceeds the r table value ($n-3 = 49-3 = 46 = 0.284$). Therefore, it can be concluded that all employee productivity statements are considered valid and are suitable for use in future research.

Reliability Test

The validity and reliability tests are performed to assess whether the questionnaire is appropriate for use as a research tool. A valid questionnaire ensures that the data collected accurately addresses the research objectives. A reliable questionnaire means that the data collected produces consistent results when applied in this research. The following are the results of the reliability test conducted in this study:

Table 5. Instrument Reliability Test Results

Variable	Cronbach Alpha Value
Work Ethic	0.809
Reward	0.810
Work Environment	0,841
Employee Productivity	0.785

Source: Research results, 2024 (data processed)

Referring to Table 5 above, it is evident that the Cronbach Alpha values for the variables of Work Ethic, Reward, and Work Environment are all greater than 0.6, which is the threshold for reliability. Therefore, it can be concluded that the variables, including work performance, job promotion, and employee productivity, are considered reliable.

Simultaneous Hypothesis Testing

The F test is applied to determine whether the independent variables work ethic, reward, and work environment collectively have a significant impact on the dependent variable, which is employee productivity. The outcome of this simultaneous hypothesis test is shown below:

Table 6. Test F

ANOVA ^a						
	Model	Sum of Squares	df	Mean Square	F	Sig.
1	Regression	156.375	3	52.125	33.434	.000 ^b
	Residual	70.156	45	1.559		
	Total	226.531	48			

a. Dependent Variable: Employee Productivity

b. Predictors: (Constant), Work Ethics, Reward, Work Environment

Source: Research results, 2024 (data processed)

The results of the regression analysis in this study reveal a significance value of 0.000. Since the required F significance level is less than 5% or 0.05, and the calculated F value (33.434) is greater than the F table value (2.807) with $df1 = k-1 = 4-1 = 3$ and $df2 = n-k (49-3 = 46)$, it can be concluded that the independent variables work ethic, reward, and work environment have a positive and significant impact on employee productivity at PT. Bersama Oesaha Saragih Sejahtera.

Partial Hypothesis Testing

The t-test is utilized to determine the extent to which an individual independent variable affects the dependent variable.

Table 7. Test t

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients		Sig.	Collinearity Statistics	
	B	Std. Error	Beta	t		Tolerance	VIF
1 (Constant)	3.089	2.552		1.211	.232		
Work Ethics	.086	.090	.091	.954	.345	.759	1.317
Reward	.481	.149	.484	3.218	.002	.304	3.291
Work Environment	.312	.134	.336	2.329	.024	.331	3.023

a. Dependent Variable: Employee Productivity

Source: Research results, 2024 (data processed)

Based on Table 7 above, the following results are obtained:

1. The significance value for the work ethic variable (0.345) is greater than that of alpha 5% (0.05) or $t \text{ count} = 0.954 < t \text{ table } 2.014 (n-k = 49-4 = 45)$. Based on the results obtained, H_a is rejected and H_0 is accepted for the work ethic variable. Thus, partially, the work ethic variable does not affect employee productivity at PT. Bersama Oesaha Saragih Sejahtera.
2. The significance value for the reward variable (0.002) is smaller than that of alpha 5% (0.05) or $t \text{ count} = 3.218 > t \text{ table } 2.014 (n-k = 49-3 = 46)$. Based on the results obtained, H_0 is rejected and H_a is accepted for the reward variable. Thus, partially, the reward variable has a positive and significant effect on employee productivity at PT. Together with Oesaha Saragih Sejahtera.
3. The significance value for the work environment variable (0.024) is smaller than that of alpha 5% (0.05) or $t \text{ count} = 2.329 > t \text{ table } 2.014 (n-k = 49-3 = 46)$. Based on the results obtained, H_0 is rejected and H_a is accepted for the work environment variable. Thus, partially, the work environment variable has a

positive and significant effect on employee productivity at PT. Together with Oesaha Saragih Sejahtera.

DISCUSSION

The Influence of Work Ethic on Employee Productivity

PT. Bersama Oesaha Saragih Sejahtera, work ethic does not significantly impact employee productivity. This finding highlights the need to explore other factors that may play a more substantial role in boosting employee performance. To enhance productivity, the company should adopt a more comprehensive management strategy, focusing not just on work ethic, but also on areas such as employee motivation, technology integration, the work environment, and employee welfare. By doing so, PT. Bersama Oesaha Saragih Sejahtera will be better positioned to meet its business objectives and secure long-term growth and stability.

This study contrasts with research by Rahman & Putri (2024), which found that work ethic significantly influences productivity. According to their findings, a strong work ethic is linked to better employee performance and higher productivity, though a conducive work environment and effective reward systems are key elements that amplify this effect.

Additionally, the findings differ from those of Nugroho & Sari (2024), who concluded that digital technology plays a more significant role in employee productivity than work ethic. Their research emphasized that work ethic only has a notable impact when supported by digital skills and a flexible working environment.

Furthermore, the results are inconsistent with the study by Wijaya & Handayani (2024), which showed that transformational leadership can enhance both work ethic and productivity. In their research involving 150 employees at PT. Sejahtera Abadi, they found that leaders who provide a clear vision, inspiration, and personal support tend to foster a higher work ethic, thereby improving productivity. However, they also noted that external motivators, such as rewards and recognition, are essential in achieving peak employee productivity, suggesting that a strong work ethic alone is insufficient.

The Influence of Rewards on Employee Productivity

Properly implemented rewards can be a powerful tool to boost employee productivity at PT. Bersama Oesaha Saragih Sejahtera. To design an effective reward system, the company should consider factors such as employee needs, how well the rewards align with performance, and the long-term effects on motivation and productivity. In this way, rewards not only recognize top performers but also motivate the entire workforce to strive for better results and contribute to the achievement of organizational goals.

This aligns with previous research by Johnathan R. Adams & Emily S. Clarke, who found that both financial rewards (such as bonuses and incentives) and non-financial rewards (such as public recognition and awards) significantly impact employee productivity in the manufacturing sector. Their study revealed

that while financial rewards lead to immediate productivity gains, non-financial rewards are more effective for fostering long-term loyalty and productivity.

Additionally, Maria T. Lopez & Andrew B. Young's research indicated that companies that use a combination of tangible rewards (such as bonuses) and intangible rewards (such as recognition) experience notable increases in employee engagement, which subsequently enhances productivity.

Further support comes from Sarah M. Jones & David L. Brown, who concluded that while financial incentives are highly effective at boosting productivity, non-financial incentives like recognition and career development opportunities are crucial for sustaining employee productivity and overall job satisfaction over the long term

The Impact of the Work Environment on Employee Productivity

A positive and supportive work environment plays a crucial role in enhancing employee productivity. By focusing on factors such as physical workspace conditions, social interactions, and ensuring safety and security, companies can create an environment that fosters high performance and productivity. On the other hand, a poor work environment can impede productivity and negatively affect employees' health and well-being. Therefore, investing in improving the work environment is a strategic move that can yield long-term benefits for the organization.

This is consistent with findings from Deloitte (2024), which revealed that a flexible work environment, along with the integration of digital tools that facilitate collaboration, significantly boosts productivity. Employees with access to advanced communication and project management tools exhibited better performance and efficiency compared to those in traditional work settings.

Similarly, research from McKinsey & Company (2024) shows that companies that promote work-life balance through flexible working hours and locations, coupled with an inclusive corporate culture, experience productivity gains of up to 20%. The study also emphasized the critical role of a safe and healthy work environment in motivating employees and enhancing their performance.

Moreover, Gartner (2024) found that work environments that prioritize employee well-being, including occupational health programs and ergonomic workspace design, are directly linked to improved productivity. Employees who feel supported by their work environment are more likely to show higher levels of loyalty and contribute more effectively to organizational success.

The Influence of Work Ethic, Rewards and Work Environment on Employee Productivity

Work ethic, rewards, and the work environment are three critical elements that significantly impact employee productivity. These factors are interconnected

and collectively foster an atmosphere in which employees can perform at their best. Organizations that effectively manage these three aspects are likely to experience increased productivity, higher employee satisfaction, and improved overall business outcomes.

CONCLUSION

Based on the research findings and analysis, the following conclusions can be drawn:

1. Work ethic does not significantly impact employee productivity. This may be attributed to various factors, including a misalignment between the work ethic values that the company expects and the intrinsic motivations of the employees, or an ineffective integration of work ethic values into the company's organizational culture. Consequently, despite having a strong work ethic, employees may not see a direct correlation with increased productivity.
2. Both financial and non-financial rewards significantly influence employee productivity. When rewards are fair and appropriate, they can enhance employee motivation to exert greater effort and meet established goals. Moreover, effective rewards can reinforce the work ethic and foster greater loyalty among employees toward the company.
3. A supportive work environment, encompassing both physical elements (like workplace comfort) and non-physical aspects (such as healthy relationships among employees and effective leadership), plays a crucial role in employee productivity. A positive work atmosphere can boost enthusiasm, alleviate stress, and encourage employees to enhance their productivity. On the other hand, a less favorable work environment can hinder productivity, even if employees possess a strong work ethic and receive adequate rewards.

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