

**THE INFLUENCE OF WORK ENVIRONMENT, WORK DISCIPLINE
AND WORK MOTIVATION ON PRINTING EMPLOYEES WORK
PRODUCTIVITY CV ADI PRIMA MEDAN**

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Abstract

This study aims to determine the effect of work environment discipline and work motivation on employee productivity at CV Printing Adi Prima. This study used a sample of 35 respondents who were temporary employees or freelancers from CV Printing Adi Prima. The data analysis method used linear regression equation multiple, t test and coefficient of determination (R²). The results for the equation, $Y = 0.802 + 0.226 X_1 + 0.336 X_2 + 0.192 X_3$, a constant of 802 is Employee Work Productivity when the variable influence of Work Environment Work Discipline and Work Motivation is zero, the regression coefficient is $0.226 X_1 + 0.336 X_2 + 0.192 X_3$, shows that the work environment of work discipline and work motivation has a positive effect on employee productivity and if the work environment of work discipline and work motivation increases by one unit, it will increase employee productivity by 802. The results of the t test, $t_{sig} < 5\%$ ($0.000 < 0.05$) it can be stated that the work environment, work discipline and work motivation have a significant effect on employee productivity at CV Printing Adi Prima. The results of the coefficient of determination (R²) obtained 0.448 or 44.8% Work Environment variables Work Discipline and Work Motivation affect Work Productivity of Adi Prima CV Printing employees and 0.552 or 55.2% influenced by other variables not examined in this study.

Keywords: *Work Environment, Work Discipline and Work Motivation on Employee Work Productivity*

Intoduction

Human resources (HR) in a company organization are the key to the success of a company, which is basically human resources designing, installing,

operating, running and maintaining the company to realize the desired results through organizational activities within the company. This means that human resources play an important and dominant role in management because the importance of human resources to the organization cannot be ignored, but is absolutely necessary and humans are the ones who manage the resources within the organization.

In terms of managing the company's human resources, namely financial, physical, HR, technological capabilities and company systems. Without HR, other resources cannot be utilized, let alone managed to produce a product, but in reality, many companies do not realize the importance of HR for the company's survival, so there are still many companies that consider HR to be a less important organizational asset. In fact, HR is an organizational asset that mobilizes and makes other resources work in the work environment, work discipline and work motivation of the company.

The development of science and technology is progressing more rapidly, currently the printing industry is becoming more complete and modern. There are quite a lot of printing companies in the city of Medan. The growth in the number of printing companies has resulted in increasingly high business competition in this field. With many printing companies using information systems and technology as a tool to support business activities to achieve success for a company, it starts with human resources (HR).

CV Adi Prima Printing is a company that operates in the printing sector and serves orders for printing posters, books, agendas and magazines. CV AdiPrima Medan is one of the companies in Indonesia that always prioritizes product quality and the best service for its customers located at Jl Setia Jadi No 41, Glugur Darat 1 Village, East Medan District, Medan City. Currently CV Adi Prima has 35 employees with the following details (Table 1).

The results of initial observations made through visits to the company by looking at the company and the condition of the employees working at CV Adi Prima Medan Printing showed that CV Adi Prima Medan had a company environment that was less spacious in terms of placement of equipment and materials, thus giving a less expansive impression when looking at the environment. companies that are not neatly organized in placing goods. The work

Table 1
Number of CV Adi Prima Medan Printing Employees

No	Division	Number of Employees
1.	Accounting dan Admin	2
2.	Design	4
3.	Pre-printing	2
4.	Printing Machine	10
5.	Cutting Machine	4
6.	Pon Machine	4
7.	Finishing	2
8.	Other	4
9.	Delivery of goods	2
10.	Head of administration	1
	Amount	35

Source : Percetakan CV ADI PRIMA Medan (2021)

environment is an important factor and influences employees in carrying out their work. The work environment has a significant influence on an employee's work as shown by the results of their performance, this is in accordance with research conducted by Syardiansah, et al (2018).

A safe and healthy work environment is very necessary for every employee of CV Adi Prima Medan Printing, because working conditions are such that a person can work calmly, so that work results can meet the standards that have been set. The workplace environment changes into an environment that has strong emotional ties between people within the company, because in essence the company's work environment has become a second home for employees.

Apart from observations, interviews were also conducted with employees in the human resources department to obtain the condition of CV Adi Prima Medan Printing employees has employees who are ready to work and support the company's operational activities so that the company's goals can be achieved. Based on the results of observations and interviews from 10 people at CV Adi Prima Medan Printing, the conditions in the company are not conducive, such as inadequate air ventilation resulting in reduced air circulation, inadequate lighting in the production section, this has a big impact on employees because they feel

disturbed and The lack of places for employees to rest can result in employees not being used to neatly storing their own things.

Based on the results of interviews with the HRD department, problems that are still related to the work environment are employee habits in interacting with co-workers. While some of them are working, they are busy communicating with each other. This shows the emergence of a very close working relationship which can reduce employee work productivity due to the employee's habit of communicating within the company's working hours, resulting in a decline in the company's desired goals.

Then an important element in an organization apart from the work environment is discipline. Work discipline can provide great benefits for the company and employees at CV Adi Prima Medan Printing. Work discipline is a person's obedience and behavior to increase awareness and willingness to comply with all company regulations from the organization, both written and unwritten, because work discipline will guarantee its maintenance regulations and implementation of tasks so as to obtain optimal results. Through work discipline, humans can get used to carrying out and complying with the regulations determined and expected by the organization or company when working with the aim of ensuring that the workforce carries out their duties in an orderly and smooth manner.

Work discipline is always a classic problem for a company, as is also the case with Adi Prima Medan CV Printing employees. Work discipline can be seen from the lack of employee awareness of company rules and employees' lack of discipline in company regulations such as the discovery of employee absences without clarity, employee tardiness. When entering the office, the lack of employee alertness in coloring and calculating sheets of paper for ordering products can reduce the level of productivity in the implementation of workers, thereby affecting employee productivity and having a direct impact on employee work motivation of company employees.

Employee work motivation is one of the important things in increasing employee work effectiveness within the company, because employees who have high work motivation will try as hard as possible so that the work can be as successful as possible. Motivation has a significant effect on employee

performance (Syardiansah, et al, 2021). This can be seen by the more motivation given to employees, the better the work results in the form of performance will be. This performance can ultimately be in the form of work productivity in every job carried out by employees. If in the process of fulfilling needs, employees feel that there is an opportunity to achieve goals, the motivation to achieve them will increase and vice versa because each individual employee must work hard to achieve high productivity, especially in the production department in order to achieve the goals the company wants. Because people who have high work motivation will try as hard as possible so that their work can be as successful as possible. By encouraging subordinates' enthusiasm for work, so that they are willing to work hard by giving all their abilities and skills to realize the company's goals.

From the results of interviews with CV Adi Prima Medan Printing employees, employee work motivation can be seen from the condition of employees who consciously carry out their duties and responsibilities without any coercion or because of orders from the leadership if someone is willing to work hard by giving all their abilities and skills to realize the company's goals desired then they are motivated to make positive choices because they understand this action has meaning for them. Employee work motivation arises because of a need so they have to keep working to earn income, however the level of income they earn is also not in accordance with meeting their needs with a large workload and the work being done is too monotonous which ultimately reduces employees' motivation to work.

Another problem felt by employees is the lack of motivation given by superiors and the lack of promotions given by superiors to employees, causing them to be less active in carrying out their work, the target time for completing work is not achieved. This is because the company provides motivation that is not intensive and the company pays less attention to subordinates. So the understanding that employees have and the encouragement to achieve production targets is still lacking. Work motivation is important in increasing work effectiveness. The results of research conducted by Syardiansah and Utami (2019) show that environment, discipline and work motivation have a significant

influence on employee performance. So in this case employees who have good performance can certainly have good productivity too.

Productivity basically includes a mental attitude that always has the view that today's life must be better than yesterday and tomorrow must be better than today. then productivity is the achievement of maximum work and has quality, quantity in determining effective goals, making plans, applying productive methods to use efficiency, and still maintaining high quality. From the results of interviews with CV Adi Prima Medan Printing employees, the problems that occur in employee work productivity can be seen from the decline in the quality of the goods produced. For example, the results provided do not match consumer demand. What was found was that the work of the employees at this printing company was less efficient. This research aims to determine the influence of the work environment on employee work productivity. To determine the effect of work discipline on employee work productivity. To determine the effect of work motivation on employee work productivity. And to determine the influence of the work environment, work discipline, work motivation simultaneously on the work productivity of CV Adi Prima Medan Printing employees.

Literature Review

1. Work Environment

The work environment is the work climate or atmosphere related to humans, but it is also interpreted as an atmosphere in the physical sense, a workplace that is spacious, clean, healthy and makes employees feel at home working, which will influence work discipline and productivity (Hamdi, 2013: 31). Meanwhile, according to Thamrin (2015:3), the work environment is a place where employees carry out activities every day, both physically and non-physically. The work environment is the totality of tools and materials encountered, the surrounding environment where a person works, work methods, and work arrangements both as an individual and in a group (Saleh, 2018).

In Thamrin's (2015) opinion, the work environment is divided into 2 (two), namely: 1) The physical work environment, namely all physical conditions found around the workplace which can influence employees either directly or indirectly. Such as: equipment and completeness of workplace facilities, the physical work

environment is divided into two categories, namely: a. Environment that is directly related to employees (such as: work center, chairs, tables and so on). b. The intermediate environment or general environment can also be called the work environment which influences human conditions (such as: temperature, humidity, air circulation, lighting, noise, mechanical vibrations, unpleasant odors, colors, etc.). 2) The non-physical (unreal) work environment is a situation that occurs or is related to work relations, both work relations with superiors, relations between co-workers, and relations with subordinates. Companies should be able to reflect conditions that support cooperation between superiors, subordinates and those with position status within the company, such as: social atmosphere, interactions between personnel, work regulations (rules and regulations) and company policies.

Several factors can influence the formation of physical work environment conditions and non-physical work environments with employee abilities, including (Hamdi, 2013): 1) Physical Work Environment: a. Workplace Lighting/Lighting; Light or illumination is very beneficial for employees in order to ensure safety and smooth work because it is necessary to pay attention to the presence of lighting (light) that is bright but not dazzling. Light that is not clear can cause slow work, lots of errors, and ultimately causes less efficiency in carrying out work, making it difficult to achieve organizational goals. b. Workplace Temperature/Temperature; Under normal circumstances each part of the human body has a different temperature. The human body always tries to maintain a normal state, with a perfect body system so that it can adapt to changes that occur outside the body. c. Workplace; The workplace is not only related to the results of the work space but is also related to how to arrange the layout, color scheme, equipment and so on for work. d. Air Circulation in the Workplace; Oxygen is a gas needed by living things to maintain life, namely for metabolic processes. The surrounding air is said to be dirty if the oxygen level in the air has decreased and has been mixed with odors or aromas that are harmful to the body's health. The main source of fresh air is adequate ventilation around the workplace. Because the additional open space will provide coolness and freshness to the body. So that it can help speed up the body's recovery from fatigue after work. e. Workplace Noise; One type of pollution that is quite busy for experts to overcome is noise, namely sounds that are unwanted by the ear. It is undesirable, because

especially in the long term, this sound can disturb the peace of work, damage hearing, and cause communication errors, and according to research, serious noise can even cause death. Because work requires concentration, noise should be suppressed to minimize the noise so that work can be carried out efficiently so that employee work productivity can increase.

2) Non-Physical Work Environment: a. Relationship between superiors and subordinates; The relationship between superiors and subordinates occurs when superiors give tasks to be carried out by their subordinates. Information from leaders to subordinates can include many things such as tasks that must be carried out by subordinates, organizational policies, goals to be achieved and policy changes. The relationship or interaction between superiors and subordinates must be maintained in harmony and maintain mutual ethics and respect each other in order to create a comfortable work environment. b. Relations Between Employees; The relationship between employees in a company's work environment is something that cannot be separated because it will give rise to the desired level of employee satisfaction.

2. Work Discipline

According to Sastrohadiwiryo (2013), work discipline is an attitude of respect, appreciation, obedience and obedience to applicable regulations, both written and unwritten, and being able to carry them out and not avoiding accepting sanctions if he violates the duties and authority given to him. . Work discipline is compliance with the rules or orders established by the organization. Discipline is a process used to deal with work problems where this process involves leaders in identifying and communicating work problems to employees (Ma'arif and Kartika, 2012). However, according to Sutrisno (2012), work discipline is behavior, actions and attitudes that comply with the organization's regulations, both written and unwritten.

Thamrin (2015), several approaches taken to improve work discipline include: 1) Preventive Discipline; actions to encourage employees to comply with standards and regulations so that violations do not occur, or preventive without being enforced which will ultimately create self-discipline with objectives including: a. Standards must be clear, b. Standards must be created not solely for

the benefit of the person making the rules, but for the common good. c. Carried out comprehensively, that is, involving all existing and related elements in the organization. 2) Corrective Discipline; is an activity in dealing with violations that have occurred against the rules and trying to avoid further violations. This corrective activity can be in the form of a form of punishment which is a disciplinary action to prevent it from happening again so that a violation does not occur the next day, such as: a. Correcting behavior that violates the rules, b. While other people carry out similar actions, c. Maintain group standards consistently and effectively. 3) Progressive Discipline, providing heavier penalties for repeated violations. The aim is to give employees the opportunity to take corrective action before more serious penalties are implemented such as: a. Verbal or written warning, if it continues. b. Suspension for one week or two months, if it continues. c. Fire the employee.

In forming a person's discipline, there are factors that influence it. Work discipline can be influenced by implementation, development of organizational structure. So measurement indicators are needed that influence the level of employee discipline. According to Hasibuan (2012), indicators that influence the level of employee discipline in an organization include: 1) Goals and Abilities, goals and abilities also influence the level of employee discipline. Company goals must be clear and ideally defined and sufficiently challenging for employee abilities. This means that the goals assigned to employees must be in accordance with the abilities of the employee concerned so that he or she works seriously and is disciplined in doing so. However, if the work is beyond their capabilities or far below their capabilities then the employee's seriousness and discipline will be low. 2) Leader's Example, the leader's example plays a very important role in determining employee discipline, because leaders are used as examples and role models by their subordinates. Leaders must set a good example, be well disciplined, honest, fair and consistent in words and actions. With the example of a good leader, subordinates are also good. If the leader's example is not good, the subordinates will lack discipline. Leaders should not expect good discipline from their subordinates if the leader himself lacks discipline. Leaders must realize that their behavior will be imitated and emulated by their subordinates. This is what

requires leaders to have good discipline so that their subordinates also have good discipline.

3) Remuneration, remuneration (salary and welfare) also influences employee discipline because remuneration will give employees satisfaction and love for the company and their work. If employees love their work better, their discipline will get better. To achieve good employee discipline, companies must provide relatively large compensation. Employee discipline cannot possibly be good if the compensation they receive is not satisfactory enough to meet the needs of their lives and those of their families. So, remuneration plays a very important role in creating employee discipline. This means that the greater the remuneration, the better the employee's discipline. On the other hand, if the remuneration is small, employee discipline will be low. Employees find it difficult to be disciplined as long as their primary needs are not met properly. 4) Fairness, fairness contributes to the realization of employee discipline, because the ego and human nature always feel that they are important and ask to be treated the same as other humans. Justice which is used as the basis for policy in providing remuneration or punishment will stimulate the creation of good employee discipline. Managers who are capable of leading always try to be fair to all their subordinates. Good justice will also create good discipline. So, justice must be implemented properly in every company so that the discipline of the company's employees is also good. 5) Waskat (Inherent Supervision), waskat (attached supervision) is the real and most effective action in realizing discipline in company employees. Waskat means that superiors must actively and directly supervise the behavior, morals, attitudes, passion for work and work performance of subordinates. This means that superiors must always be present at the workplace so they can supervise and provide instructions. If there are subordinates who are having difficulty completing their work. Waskat effectively stimulates employee discipline and work morale. Employees feel they receive attention, guidance, direction, direction and supervision from their superiors.

6) Punitive Sanctions, punitive sanctions play an important role in maintaining employee discipline. With increasingly severe penalties, employees will be increasingly afraid of violating organizational regulations, employee attitudes and disciplinary behavior will decrease. The severity of the sanctions that

will be applied also influences the good and bad of employee discipline. Punishment sanctions must be determined based on logical, reasonable considerations and clearly communicated to all employees. Punishment sanctions should not be too light or too heavy so that the punishment continues to educate employees to change their behavior. Punishment sanctions should be reasonable enough for each level of indiscipline, educational in nature and be a motivational tool to maintain discipline within the company. 7) Assertiveness, the leader's firmness in taking action will influence employee discipline. Leaders must be brave and firm, acting to punish every employee who is indisciplined according to the sanctions that have been determined. 8) Human Relations, harmonious human relations between fellow employees help create good discipline in an organization. Relationships that are vertical and horizontal.

3. Work Motivation

According to Gering (2017). Motivation is related to the effort and encouragement that arises from within a person which is carried out to fulfill all the goals desired by a person so as to achieve the intended goal. However, according to Hasibuan (2012), providing motivation to employees has a goal that can improve various things, namely increasing employee work productivity, maintaining the stability of company employees, increasing employee morale and job satisfaction, creating a good working atmosphere and relationships, increasing loyalty, creativity and employee participation, increasing employee discipline, making employee procurement more effective, increasing the level of employee welfare, increasing employees' sense of responsibility for their duties and increasing the efficiency of using tools and raw materials. Motivation can be interpreted as a mental state and human mental attitude that provides energy, encourages activities (moves) and directs or channels behavior towards achieving needs that provide satisfaction or reduce imbalance. The indicators that can be used to measure an employee's work motivation are as follows: Recognition, Challenge, Responsibility, Development, Involvement, and Opportunity (Sastrohadiwiryono, 2013).

According to Thamrin (2015), there are several principles of employee work motivation, namely: 1) The principle of participation is that in an effort to

motivate work, employees need to be given the opportunity to participate in determining the goals to be achieved by the leader. 2) Communication principles. Leaders communicate everything related to efforts to achieve tasks, with clear information, employees will be more easily motivated to work. 3) The principle of recognizing the contribution of subordinates. Leaders recognize that subordinates have a role in achieving goals. With this recognition, employees will be more easily motivated to work. 4) The principle of delegation of authority. Leaders who give authority or power to subordinate employees to make decisions about the work they do at any time will make the employees concerned become motivated to achieve the goals expected by the leader. 5) The principle of paying attention. Leaders pay attention to what employees or employees want so that they can motivate employees to work according to what the leader expects.

Factors that influence work motivation are Thamrin (2015): 1) Physiological needs (physiological needs), needs to maintain life such as food, drink, housing, air, and so on. 2) Safety and Security Needs: the need for freedom from threats, namely a sense of security from the threat of accidents and safety in carrying out work. This need leads to two forms, namely the need for mental security, especially at work while working and the need for property security at work while working. 3) Social Needs, or affiliation (Affiliation or acceptance Needs) social needs, affiliation friends, interaction, being loved and loving, and being accepted in social groups of workers and environmental communities. 4) Needs that reflect self-esteem (Esteem or Status Needs), the need for self-esteem and recognition and appreciation for achievements from employees and the community around them. Ideally, prestige is due to achievement, but this is not always the case. However, leaders also need to pay attention that the higher a person's position in the company organization, the higher their performance. 5) Self-actualization needs (Self actualization) needs that use optimal abilities, skills and potential to achieve very satisfying work performance.

4. Work Productivity

Productivity is a comparison of the results obtained with the production factors used if employees have encouragement that can increase their abilities in work productivity, with these abilities the company's goals will be carried out

effectively and efficiently (Huzain, 2015). According to Hanaysha (2016) productivity is an important aspect in a company to build an organization that has competitiveness in achieving company goals. Productivity is a mental attitude that always tries and has a plan that today's life must be better than yesterday and yesterday's tomorrow must be better than today (Hamdi, 2013). Productivity is a measure of the quality and quantity of work that has been done by considering the costs and resources used to do the work. Productivity is defined as the level of efficiency in producing goods or services; "Productivity expresses how to properly utilize resources in producing goods (Sinungan, 2014).

According to Sutrisno (2015:103) there are several factors that influence employee work productivity, namely: 1) Training. Job training is intended to equip employees with the skills and proper way to use work equipment. For this reason, work training is needed not only as a complement but also to provide a basis for knowledge. Because training means employees learn to do things correctly and precisely. So it will minimize the mistakes that have been made. 2) Employee Mental and Physical Abilities. A situation that is very important to pay attention to for organizations, because the physical and mental condition of employees has a very close relationship with employee work productivity. 3) Relationship between superiors and subordinates. The relationship between superiors and subordinates will influence daily activities. Like the views of superiors and subordinates, the extent to which subordinates are included in goal setting. This intertwining attitude has been able to increase employee productivity at work. Thus, if employees are treated well, then these employees will also participate well in the production process, which will have an effect on the level of work productivity.

Research Methodology

The type of data used in this research uses qualitative and quantitative data. Qualitative data obtained from research is in the form of a general description of CV. Adi Prima Medan Printing. Meanwhile, the quantitative data obtained was in the form of respondents' responses in the form of questionnaires submitted to 35 CV employees. Adi Prima Medan Printing. This questionnaire is presented by providing options using a Likert scale with a score of 1 - 5. The data source was

obtained from interviews and direct observation at the research location with the research object being 35 employees of CV Adi Prima Medan. And secondary data is used as additional information related to research through journals, books or other appropriate literature.

The population in this study were permanent employees and casual daily employees of CV. Adi Prima Medan Printing, numbering 35 people. The sampling technique used in this research is non-probability sampling using simple saturation, namely a sampling technique where all members of the population are used as samples. Therefore, the number of samples used in this research was 35 people.

Result and Discussion

Before conducting further research on the variables studied, the researcher first carried out reliability and validity tests on the variables studied. The test results obtained are (Table 2). Based on the test results, the calculated r-value is greater than the r-table value so that it can be declared valid or the statement on the questionnaire is able to express something that will be measured by the questionnaire.

Based on table 3, it can be seen that the results of the reliability test on the work environment, work discipline, work motivation and work productivity variables have a Cronbach's alpha value > 0.60 and it can be stated that all are reliable and the questionnaire is said to be reliable because the answers to the statements are consistent or stable.

Based on table 4, a multiple linear regression equation can be created as follows: $Y = 0.802 + 0.226X_1 + 0.366X_2 + 0.192X_3$

Based on the multiple linear regression equation, it can be explained that each value is a constant of 0.802 which is employee work productivity at CV Adi Prima Printing in Medan City when the variables Work Environment, Work Discipline, Work Motivation have fixed values. The Work Environment regression coefficient of 0.226 can be stated that the Work Environment has a positive influence on employee work productivity at CV Adi Prima Printing in Medan City, if the work environment increases by one unit it will increase employee Work Productivity at CV Adi Prima Medan City by 0.226 units with the

Table 2
Validity Test Result

Description	r-count	r-table	Result
Statement 1	0,622	0,35	valid
Statement 2	0,628	0,35	valid
Statement 3	0,606	0,35	valid
Statement 4	0,432	0,35	valid
Statement 5	0,420	0,35	valid
Statement 6	0,582	0,35	valid
Statement 7	0,628	0,35	valid
Statement 8	0,660	0,35	valid
Statement 9	0,540	0,35	valid
Statement 10	0,721	0,35	valid
Statement 11	0,394	0,35	valid
Statement 12	0,692	0,35	valid
Statement 13	0,614	0,35	valid
Statement 14	0,640	0,35	valid
Statement 15	0,492	0,35	valid
Statement 16	0,461	0,35	valid
Statement 17	0,607	0,35	valid
Statement 18	0,607	0,35	valid
Statement 19	0,666	0,35	valid
Statement 20	0,577	0,35	valid

Source : Primary data processed (2021)

Table 3
Reliability Test Result

Variable	Cronbach's alpha	Criteria	Information
Work Environment (X ₁)	0,769	0,60	Reliabel
Work Discipline (X ₂)	0,824	0,60	Reliabel
Work Motivation (X ₃)	0,785	0,60	Reliabel
Work Productivity (Y)	0,798	0,60	Reliabel

Source : Primary data processed (2021)

Table 4
Coefficients

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	,802	,672		1.193	,242
Work Environment	,226	,127	,267	1,784	,084
Work Discipline	,366	,135	,408	2,707	.011
Work Motivation	,192	,159	,200	1,207	.236

Source : Primary data processed (2021)

assumption of Discipline Work and Motivation Work has a fixed value. The Work Discipline regression coefficient is as large as it can be stated that Work Discipline has a positive influence on employee work productivity at CV Adi Prima Printing Medan City, if work discipline increases by one unit it will increase the work productivity of employees at CV. Adi Prima Medan City is 0.366 units with the assumption that the Work Environment and Work Motivation variables are fixed values. And the Work Motivation regression coefficient of 0.192 can be stated that Work Motivation has a positive influence on employee work productivity at CV Adi Prima Printing Medan City, if work motivation increases by one unit it will increase employee work productivity at CV. Adi Prima Medan City is 0.192 with the assumption that the Work Environment and Work Discipline variables have fixed values.

The work environment variable obtained a t sig value $> \alpha 5\%$ ($0.084 > 0.05$), so H_a is rejected and it can be stated that the work environment has no significant effect on employee work productivity at CV Adi Prima Printing, Medan City. The work discipline variable obtained a t sig value $> \alpha 5\%$ ($0.011 > 0.05$), so H_a is accepted and it can be stated that work discipline has a significant effect on employee work productivity at CV Adi Prima Printing, Medan City. The work motivation variable obtained a t sig value $> \alpha 5\%$ ($0.236 > 0.05$), so H_a is rejected and it can be stated that work motivation has no significant effect on employee work productivity at CV Adi Prima Printing, Medan City.

Table 5
ANOVA

Model	Sum of Squares	df	Mean Square	f	Sig.
1 Regression	2,863	3	,954	8,373	.000 ^b
Residual	3,533	31	,114		
Total	6,395	34			

Source : Primary data processed (2021)

Based on table 5, it can be seen that the value of $F_{sig} < \alpha 5\%$ ($0.000 < 0.05$) means that H_a is accepted and can be stated simultaneously that work environment, work discipline, work motivation have a significant effect on employee work productivity at CV Printing Adi Prima, Medan City. Based on the research results, it is known that the work environment, work discipline and employee work motivation simultaneously influence employee work productivity, because with a good work environment, employees will work seriously at CV Adi Prima Printing in Medan City, then with the work discipline that exists in The company also supports employees to work better in order to achieve the targets they want, and with work motivation employees feel secure in their jobs, thereby creating employees who are able to work well because they feel comfortable with their work.

Table 6
Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.669 ^a	.448	.394	.338

Source : Primary data processed (2021)

Based on table 6, it can be seen that the coefficient of determination (R^2) in the adjusted R Square column is 0.394. Thus, 30.94% of the work environment, work discipline and work motivation influence the work productivity of employees at CV Adi Prima Printing in Medan City, while 69.06% is influenced by other variables not examined in this research.

Conclusion

Based on the results of research that has been carried out regarding the influence of the work environment, work discipline, work motivation on employee work productivity, the following conclusions can be drawn: 1) The work environment has a positive and insignificant influence on the work productivity of CV Adi Prima Printing Employees in Medan City. 2) Work discipline has a positive and significant influence on the work productivity of CV Adi Prima Medan City employees. 3) Work Motivation has a positive and significant influence on the Work Productivity of CV Adi Prima Printing Employees in Medan City. 4) Work Environment, Work Discipline, Work Motivation simultaneously influence the Work Productivity of CV Adi Prima Printing Employees in Medan City.

The suggestions that can be given from the results of this research are: 1). It is hoped that companies will pay attention to the needs and desires of their employees, especially in providing comfort in the company environment and encouraging employees to work more actively automatically so that the company's desires can be fulfilled in increasing employee work productivity. 2) Management also requires efforts to develop and build a strong commitment, in determining the company's duties and responsibilities for each employee from employee work discipline because the higher the position, the higher the risks and responsibilities imposed. 3). Companies are expected to be able to give awards to employees who excel and provide opportunities to develop themselves, in the form of training so that employee work motivation is always high.

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