

The Influence of Social Work Environment on Employee Productivity in Manufacturing in Indonesia

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Abstract-- One of the problems in their research in the field of human resources is *rendanya* labor productivity employees in some industries, labor productivity employees very influential on the the target company. Every industry are exposed to similar problems to the namely the levels of education, human resource not competent to make and completes the process of production, lack of the availability of raw materials and economic system unstable. The purpose of this research to obtain picture what contained environmental influences social work to labor productivity employees. This research uses the method crossing sectional method. Statistical analysis used namely linear regression simple with the significance 5 percent. Based on the outcome of the findings, show is the social to work environment to labor productivity employees is as much as 51.6 %.

Keywords: *social work environment and employees productivity.*

I. INTRODUCTION

Issues productivity employees over the last few decades regarded as the main topic to reach excellence organization. In successful organization, productivity employees played an important role to reach organizational goals. Experiments have done so that can increase productivity, almost any organization has launched a program to increase productivity, but this is still the main problem in by the company now, this was stated by neha priyanka and noorin panjwani (2014). Achieve whereabouts of the purpose of an enterprise can be determined by labor productivity employees because labor productivity employees was something that should not be ignored and are steps to achieve objectives appointed. Productivity is a position where an organization to reach its objective with a way turning input into output costs on the lowest (robbins and judge, 2013: 28)

Has many studies empirical and theoretical about productivity considering the importance of to keep increasing labor productivity employees. Labor productivity employees it is important in company as measures to reach a destination company. Labor productivity employees showed level their ability to achieve their especially viewed from the side quantity but not outweigh the its quality, hence levels of productivity each employee can different can height could is also low, dependent on the tenacity in running assignments so that labor productivity employees can be used as key success company (tjutju yuniarsih and suwatno, (2008: 156). The studies have done by syed mubahser hussain naqvi, et al (2013 of labor productivity employee who mengungkapkan that productivity

employees declining open topic and debate in almost any organization, so that analysis productivity employees is still important.

Most things that can affect labor productivity employees, one of them a work environment where is in company. Work environment is the whole instrument utensil and materials faced by, environment where someone employed, a method of it works, and the management of it works either as individuals or as a group (sedarmayanti, 2011: 2). Environment work can be dibagi to 2 types of work environment physical and workplace social. Work environment society is aspects psychological work and regulations work can affect satisfaction work and the productivity (duane p .Schultz and sydney e .Schultz in a.a. Prabu mangkunegara, 2005: 105).

Working environment society is one of the factors affecting work productivity employees, but social work environment, an important factor others are the quality of working life. The quality of life experience as a perception of work and determined by various satisfaction life as management problems safety and health capacity building, the self esteem, actualization, awards and recognition social issues and workplace (Wayne F. Cascio, 2006: 24). The quality of life employment is a measure of how safe and how satisfied employees with his work (gomez-mejia and balkin, 2012: 20). Measurement the quality of life a work employees with see how the employee work, if the quality of life work well the employee would be satisfied in his work so can increase work productivity. Based on the background of this research, so the purpose this study is to find social work environmental influences to employee's productivity.

II. LITERATURE STUDY

Labor productivity employees have a major influence productivity company because the organization run by human resources. Organization can be assessed as being successful when having superiority in business competition as a competitive and excellence the sustainable. Labor productivity employees is the size of performance efficiency and effectiveness (robbins and coutler, 2012: 396). Organization requires a source of human resources that can be worked efficiently and effectively and of these organizations have to be able to management against the employee well.

As was explained earlier, that approach used to solve problems in this research namely use the concept of

management of human resources (human resources management) .Main assets owned organization namely an employee or employees who used to run the organization to achieve mdg targets organization .Management of human resources (human resoruces management) is design formal system in an organization to ensure that effective use of knowledge , skill , ability and characteristic owned an employee or employees to reach a goal organization (joan e .Paynes , 2009: 1)

Study in the management of human resources one of them is labor productivity employees. There are various factor that can affect labor productivity employees, there are three factors in an effort to increase productivity work employees such as 1) developing and provide work environment social employee who better, work environment good physical 2) neatness storage raw materials and materials 3) facilities of work (i wayan senata, 2014: 9).

One important factor that can affect labor productivity kayrawan is the environment social work .Research conducted by chandrasekar (2011: 1 revealed that creates an environment social work to make employees productive is important to increase advantage for organization .Agreed with research conducted by emmanual majekodunmi ajala (2012) that expresses that factors work environment social and good communication at work has an effect on welfare worker , health, moral, efficiency and productivity .So work environment social played an important role in in production process, social work environment take by employees or employees in all levels management in order to increase labor productivity employees.

Other factors that are considered important in labor productivity employees namely the quality of life work .Important for organization or company created the quality of life good working to increase productivity of work employees .Research conducted by nahid hatam, et al (2014) expressing that change planning more creative and medalam and to improve the quality of life verb be increase productivity work employees .Next research conducted by diogo jose horst , et al (2014) said that a good management of the quality of life it works make employee or public servants healthier, more committed, better life, work and produces more, reduce expenditures organization so productivity goes up .Gomez-meija and balkin (2012: 19) said that productivity is affected by aility, motivation, and quality work of life. The interpretation is that influences the level of productivity is the ability.

III. METHODOLOGY

The study is done to find out the influence of social work environment against labor productivity employees. Population in this study as 113 employees and sample as 88 employees. Data collection is done with the questionnaire. The study is done at a time frame of less than a year old in the production of PT .Joongang food sumedang hence the methodology that was used in this research is the cross sectional method .The kind of research that is used is research verify .Thus, then in this research will be done testing about how big the influence of social work environment against labor productivity employees.

IV. RESULT

Testing in this research using test f for the purpose of know the influence of simultaneously variables independent namely work environment of the social x on variables dependent namely productivities work an employee (y) by using test regression, the table below going to show you test results f in this research.

TABLE I. ANOVA^a

| | Model | Sum of Squares | df | Mean Square | F | Sig. |
|---|------------|----------------|----|-------------|--------|-------|
| 1 | Regression | 8786.132 | 2 | 4393.066 | 89.531 | .000b |
| | Residual | 4170.732 | 85 | 49.067 | | |
| | Total | 12956.864 | 87 | | | |

a) *Dependent Variable: Employees Productivity*

b) *Predictors: (Constant), Social work environment*

^a. Source: Data Collecting, 2016

The table above showed the results of testing use test ftest obtained fcount of 89.531 for work environment of the social x with a significance $0.000 \leq 0.05$ it means work environment of the social x overall model regression can be used to predict labor productivity employees patterned linear. Based on the results of testing linearity, it can be said that data generated meet the assumption linearity.

Researchers also conducting a variable freely in together on variables bound by using test f namely fcount & gt; ftable so ftable to 88 respondents, in $\alpha = 0.05$ is 3,10. Until they reached $89,531 > 3,10$, so ho rejected. So that it can be said that work environment social and the quality of life work influential together (simultaneous of labor productivity employees).

Model regression used in this research was linear regression multiple aimed at to enliven the rise and fall variable dependent , with two variables independent as a factor predictor being manipulated .Table below going to show you test results linear regression with the use of the regression equation is linear ($y = a + bx$).

TABLE II. LINIER REGRESSION TEST

| Model | Unstandardized Coefficients | | Standardized Coefficients | T | Sig. |
|-------------------------|-----------------------------|------------|---------------------------|-------|------|
| | B | Std. Error | Beta | | |
| 1 (Constant) | 5.814 | 3.529 | | 1.648 | .103 |
| Lingkungan Kerja Sosial | .815 | .125 | .470 | 6.502 | .000 |

a. Dependent Variable: Employees Productivity

From the table above about the regression coefficient, so obtained the regression equation is linear multiple between work environment social and the quality of life work to labor productivity employees, that is as follows $Y = 5.814 + 0.815 X$.

Based on the regression equation is linear multiple above, constant of 5,814 claimed that if there is no work environment social and the quality of life work (x_1 and $x_2 = 0$ and labor productivity employees worth 5,814 one the unit of value .The regression coefficient 0,815 one the unit of value it means every been an increase in social work environment will

increase labor productivity employees of 0,815 a unit of value and but if a decline in labor productivity employees , social work environment will reduce labor productivity employees 0,815 one of the unit of value .To see if variables independent in partial had have real impact or not dependent on variables .Next below these results the testing of hypotheses use test t (t-test) .The table below is the result of test t to know the influence of between work environment social and the quality of life work to labor productivity employees

TABLE III. T TEST

| | Model | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
|---|-------------------------|-----------------------------|------------|---------------------------|-------|------|
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | 5.814 | 3.529 | | 1.648 | .103 |
| | Lingkungan Kerja Sosial | .815 | .125 | .470 | 6.502 | .000 |

^c. Source: Data Collecting, 2016

T test is used to see if the independent variable influential significantly or not against the dependent variable .It can be seen through the size of the tcount test-t of 6.502 to x while the size of the ttable = 1,662, because the value of tcount & gt; ttable people--the x = 6.502 & gt; 1,662 it can be inferred ho were rejected and ha accepted. From the test-t above so can be concluded that hypothesis in this research that is ho were rejected and ha accepted, so that: is the positive between work environment social to labor productivity employees.

Based on the research done that is empirical of social work environment to labor productivity employees, labor productivity employees influenced positively by work environment social. This is in accordance with research conducted by emmanuel majekodunmi ajala (2012) find that factors work environment social and good communication at work has an effect on welfare worker, health, moral, efficiency and productivity. One of the keys the success of an enterprise is how to make social work environment for the better, so can increase labor productivity employees. Next creates an environment social work to make employees productive is important to increase the advantages for organization (chandrasekar, 2011: 1.Research conducted by i wayan senata found that in an effort to increase productivity work employees need to develop and provide social work environment.

Based on the research done that is empirical of the influence of the quality of life social work to labor productivity employees. Labor productivity employees influenced positively by the quality of working life. In harmony with opinions raised by diogo jose horst, et al (2014) a good management of the quality of life it works make employee healthier, more committed, better life, work and produces more, reduce expenditures organization so productivity goes up. This is evidenced also by research before nahid hatam done, et al (2014 that change planning more creative and deep and to improve the quality of life verb be increase productivity work employees. Companies should could plan, steps ripe, so that employees work with apparent direction and productive to

achieve a purpose company. In accordance with statements from gomez-meija and balkin (2012: 19) hat matters affecting levels of productivity is the ability, motivation and the quality of life work.

V. CONCLUSION

Based on the discussion the theory and the results of research has done using descriptive analysis and verifyy and test linear regression multiple between work environment social and the quality of life work to labor productivity employees division production of pt. Joongang food in sumedang, a conclusion can be drawn that the results of the test t showed that work environment social and the quality of life work influential positively to labor productivity employees, where a rebound in work environment social and the quality of life verb be widening opportunities for labor productivity employees.

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