

***"The Effect of Work Discipline, Work Motivation, and Taining on Work Productivity of Planting Department at PT.Perkebunan Nusantara X Kertosari Jember"***

**Nor Ilmiyah <sup>1)</sup>, Dr. Ir.Bagus Putu Yudhia K,MP<sup>2)</sup>, Ir.Amar Subagiyo,MM <sup>3)</sup>**

**ABSTACT**

*Intake of this research location is located on PTPN X Kertosari Estate Jember. Empirical studies state that the factors which can affect the Work Productivity are Work Discipline, Work Motivation and Training. The purpose of this study are to analyze Effects of Work Discipline, Work Motivation and and Taining on Work Productivity of Planting Department at PTPN X Kertosari Jember simultaneously. Effects of Work Discipline, Work Motivation and and Taining on Work Productivity of Planting Department at PTPN X Kertosari Jember partially. The most dominant variable affecting the work productivity of Planting Department at PTPN X Kertosari Jember. The independent variables in this study are the Work Discipline (X1), work motivation (X2), and Training (X3). The samples were the employees of the planting department in PTPN X Kertosari Jember. The data were obtained by respondents using a slovin method questionnaire are 45. The data analysis was performed by validity, reliability, normality, multicollinearity, heteroscedasticity, multiple linear regression, correlation coefficient, coefficient of determination, F test and t test. The results of this test indicate that the first hypothesis (1) is received by  $f_{count} = 14.868 > F_{table} = 2.83$  by probability of  $0.000 < 0.05$ , this means Work Discipline, Work Motivation and Training significantly affect the Work Productivity. The second hypothesis (2) is rejected by  $t = 0.915 < t_{table} = 2.937$  by probability equal  $= 0.365 > 0.05$ , this means Work Discipline given affect to the Work Productivity but it does not sinifcantly, hypothesis(3) is accepted by  $t = 4.004 > t_{table} = 2.937$  by probability of  $0,000 < 0.05$ , this means working motivation significantly affect the Work Productivity, and the hypothesis(4) is rejected by  $t = 1,554 < 2,937$  by probability equal to  $0.128 > 0.05$ , this means that training given affect to the Work Productivity but it does not sinifcantly (5) The most dominant variable affecting work Productivity is variable of work motivation.*

**Keyword:** *Discipline, Motivation, Training, Work Productivity*