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ABSTRACT

PT. Perkebunan Nusantara X (Persero) Jember is located of this research. This research took 30 employees sample of total population. Which the Variables is Work Discipline (X1), Wages (X2), Work Environment (X3) and employee productivity (Y). SPSS version 16 with multiple linear analysis is the analyze method in this research, which had previously been tested validity and reliability. Result of this research showed that work discipline is significant effect variables against employees productivity and the variables that have not significant effect on employee productivity is wages, and work environment.

Keyword : *Work Discpline, Wages, Work Environment, Employee Productivity.*