

***The Effect of Discipline, Environment and Satisfaction Against Work  
Productivity employee of Packing Section at Cigarette Company  
Gagak Hitam Bondowoso***

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***ABSTRACT***

*The located of this research in Cigarette Company Gagak Hitam Bondowoso. The purpose of this research was to determine the Effect of Discipline, Environment and Satisfaction Against Work Productivity of Packing section at Cigarette Company Gagak Hitam Bondowoso either all together and individually. The population in this research of 79 employees. Sampling using simple random sampling of 44 respondents. The data used are primary and secondary data. Data analysis technique used is Multiple Linear Regression Analysis and using test classical assumption by using SPSS 16.0 for Windows. Results of research conducted regression testing t test showed that the variables that have a significant effect toward employee productivity is a labor discipline as big as 0,017 , work environment variables have a significant effect toward employee productivity as big as 0,012 , and job satisfaction variables have a significant effect toward employee productivity as big as 0,045. Regression testing F test showed that discipline, environment and job satisfaction simultaneously have a significant effect toward employee productivity.*

**Keywords:** *Discipline, Environment, Satisfaction, and Work Productivity*