

**THE EFFECT OF SUPERVISION, MOTIVATION, AND WORK ENVIRONMENT ON
THE PRODUCTIVITY OF EMPLOYEES IN THE NAZIEN DIVISION OF PTPN I
REGIONAL 5 AJONG GAYASAN TOBACCO PLANTATION, JEMBER**

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ABSTRACT

Employee productivity is an important factor in supporting the success of a company, particularly in tobacco plantation companies that require accuracy and precision in every work process. In the Nazien Division of PTPN I Regional 5 Ajong Gayasan Tobacco Estate, Jember, several problems were identified, including inaccurate classification of tobacco leaves based on color, size, and quality, as well as the failure to achieve work targets, resulting in employees working overtime. These conditions are presumed to be influenced by supervision, motivation, and the work environment. This study aims to (1) analyze and examine the simultaneous effect of supervision, motivation, and the work environment on the productivity of employees in the Nazien Division, and (2) analyze and examine the partial effect of supervision, motivation, and the work environment on employee productivity in the Nazien Division. This study employed a survey method using a total sampling (census) technique involving 45 employees in the Nazien Division. The data were analyzed using validity testing, reliability testing, classical assumption testing, multiple linear regression analysis, the F-test, and the t-test. The results showed that (1) supervision, motivation, and the work environment simultaneously had a significant effect on employee productivity, and (2) partially, supervision, motivation, and the work environment each had a significant effect on employee productivity.

Keywords: *Supervision, Motivation, Work Environment, Employee Productivity.*