

**"THE EFFECT OF LABOR DISCIPLINE, WORK ENVIRONMENT AND  
WORK SAFETY OF EMPLOYEE PRODUCTIVITY LINT COCONUT AT  
CV SUMBERSARI LEMBENGAN VILLAGE LEDOKOMBO SUB  
DISTRICT KABUPATEN JEMBER "**

**Nevietha Ratna P <sup>1)</sup>, Wenny Dhamayanthi <sup>2)</sup>, Dewi Kurniawati <sup>3)</sup>**

**ABSTRACT**

Potential human resources on essentially is one of capital and hold a role of the most important in achieving corporate objectives. Succeeding or whether or not in achieve the purpose would depend on its human elements of an organization. The needs of human resources quality shall be improve the labour productivity. The research conducted at the CV Summersari Jember. The method of data collection used in this study is observation, questionnaires, interviewing and the studying of literatures, that we collected from 30 respondents. The analysis technique used is multiple linear regressions, analysis of determination, F test and t test. Conclusion from the results of the test using *SPSS 16.0 for windows* are (1) Variable of labor discipline ( $X_1$ ) significantly affect employee productivity (Y) in the CV Summersari Jember. (2) Working environment variable ( $X_2$ ) does not significantly affect employee productivity (Y) on the at CV Summersari Jember. (3) Working safety variable ( $X_3$ ) does not significantly affect employee productivity (Y) in the CV Summersari Jember. (4) Thus the conclusion on the F test is the labor discipline variable ( $X_1$ ), working environment ( $X_2$ ), and the working safety ( $X_3$ ) simultaneously have significant effect on work productivity (Y) on the CV Summersari Jember. (5) The most dominant variable in affecting employee productivity (Y) on the CV Summersri Jember is labor discipline ( $X_1$ ).

Keywords: *employee productivity, work discipline, work environment, work safety*

<sup>1)</sup> Student of State Polytechnics of Jember, Department of Agribusiness Management,  
D-IV Management Agroindustri Study Program.

<sup>2)</sup> Lecturer of State Polytechnics of Jember, Department of Agribusiness Management, D-IV Management Agroindustri Study Program.

<sup>3)</sup> Lecturer of State Polytechnics of Jember, Department of Agribusiness Management, D-IV Management Agroindustri Study Program.