

**THE EFFECT OF WORK ENVIRONMENT, STRESS WORK, WORK
DISCIPLINE AND SPIRIT OF WORK ON EMPLOYEE PRODUCTIVITY
PG. SEMBORO KAB. JEMBER**

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ABSTRACT

This research was taken place at PG. Semboro Kab. Jember Regency. The purpose of this research are (1) The Effect of Work environment, Work Stress, Work Discipline and Spirit Of Work on employee productivity Production Department (Off Farm) at PG. Semboro Kab. Jember Regency both simultaneously and partially (2) the major variable, which affects employee productivity Production Department (Off Farm) at PG. Semboro Kab. Jember Regency. The independent variables in this research are the work environment (X_1), the work stress (X_2), the disciplinary work (X_3) and the spirit of work (X_4). The Analysis technique which used in this research is Multiple Regression. Then, from the test result it can be concluded that: (1) Simultaneously, the work environment, the work stress, the work discipline and the spirit of work give impact on employee productivity (2) Partially, the work environment and the spirit of work significantly affect to the employee productivity while stress work and work discipline is not (3) the major variable, which affects Employee Productivity is the Spirit Of Work variable.

Keywords: Environment, stress work, work discipline and spirit of work

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