THE EFFECT OF DISCIPLINE AND WORK ENVIRONMENT ON EMPLOYEE PRODUCTIVITY OF PALM OIL FACTORY (*PKS*) OF PT. PERKEBUNAN NUSANTARA V SEI. ROKAN, PAGARAN TAPAH SUBDISTRICT, ROKAN HULU REGENCY, RIAU

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A R T I C L E   I N F O

A B S T R A C T

There are problems that affect the work productivity of the employees of PT Perkebunan Nusantara V Sei Rokan, Pagaran Subdistrict, Tapah, Rokan Hulu Regency, Riau. Thus, this study aims to analyze the effect of discipline and work environment on employee productivity. The quantitative method with the SPSS analysis tool was employed in this study. 111 employees of the Palm Oil Mill (Pabrik Kelapa Sawit, abbreviated as PKS) of PT Perkebunan Nusantara V Sei Rokan, Pagaran Subdistrict, Tapah, Rokan Hulu Regency, Riau, selected using random sampling procedures, were involved in this study. The results showed that there was an effect of work discipline on employee work productivity; there was no influence of the work environment on employee work productivity; simultaneously, discipline and work environment had an effect on employee work productivity. 65.1% of work productivity can be explained by discipline and work environment while the rest was influenced by other factors. The company should pay attention to and improve things related to the work environment that might make employees feel comfortable and calm at work to increase employee work productivity.

1. INTRODUCTION

The intense competition to get the desired market encourages the business world to achieve effective and efficient companies. Effectiveness and efficiency are needed by the company to have a competitive advantage and survive in fierce business competition.

Competitive advantage is obtained from employees who are qualified, productive, creative, innovative, passionate, and loyal. Senata et al. (2014) stated that the quality of good human resources is a very important requirement for every company. Within the company, the parameter used to assess the quality of human resources is work productivity which is influenced by discipline and the work environment.

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For companies, employee productivity contributes to raising the company's profile. For a leader, employee productivity will increase the performance of the department they lead. For this reason, demanding and encouraging employees to continue to work hard is not the right solution. Employee work productivity is based on the completion time of work given to can be measured from the output of goods or services in individual working hours.

However, the work productivity of Palm Oil Mill (*PKS*) employees of PTPN V Sei Rokan, Pagaran Tapah Darusalam Subdistrict, Rokan Hulu Regency, Riau, is still low. This situation is caused by the absence of any motivation from the employees to do the work or tasks given in full and less responsibility for their duties and obligations. Furthermore, some employees are sitting in the canteen during the working hours. Some of them also leave the factory or go home within working hours. Several employees are lazy at work and often wait for orders or if they are supervised, they just do their job well. In essence, there are still many employees whose level of involvement with the company is still lacking. They are lazy, do not try hard, and lack a sense of responsibility.

Based on the results of interviews conducted, the lack of employee productivity was caused by employees' displeasure with work placements that are not in accordance with their abilities, large work demands without considering employee complaints, and lack of recognition of performance for work done well. All of these circumstances lead to lower employee productivity at work.

Meanwhile, when seen from the comparison of the number of workers with the realization of production targets and the realization of the production of CPO (Crude Palm Oil) produced is still not optimal and even has problems in achieving the targets set by the company. Judging from the work productivity of employees, there is a problem, where the level of productivity is still fluctuating which might cause a decrease in company profitability.

The increase in work productivity is influenced by the level of discipline of the employees working in the company. Cristian and Farida (2016) state that it is difficult for organizations or companies to achieve optimal results if their employees are not disciplined in their work. Work discipline can be seen from employees who enter and leave according to predetermined hours, complete work properly and on time, carry out orders from their superiors properly, comply with company regulations and applicable norms. Discipline is a person's sense of responsibility for the task assigned to him which will encourage passion and enthusiasm for realizing company goals.

In connection with discipline, employees of the Palm Oil Mill of PTPN V Sei Rokan Pagaran Tapah Darusalam Subdistrict, Rokan Hulu Regency, Riau, shows a lack of awareness or responsibility for work, lack of discipline in using work hours. There are still employees who play during working hours and many still do not use Personal Protective Equipment (PPE) during the work process. This should be an important concern for the company, given the high incentives and the availability of facilities and infrastructure provided, the work productivity of employees should be good. However, in reality, the work productivity of employees has not been maximized.

Apart from discipline, there are other factors that affect work productivity, namely the work environment. A safe and comfortable work environment will affect the concentration of employees in completing work and tasks assigned to them. In contrast, a less comfortable work environment will increase the error rate by employees and this situation can reduce employee productivity at work. Therefore, companies are required to understand deeply about the environment and what is related directly or indirectly to employee performance activities.

Employees' feelings are influenced by their work environment, which is a place where they conduct daily tasks. A pleasant working atmosphere gives workers a sense of security and helps them to perform at their best. Employees enjoy coming to work because of the harmonious partnership they have with their bosses, coworkers, and subordinates. Furthermore, being supported by adequate facilities and infrastructure in the workplace will have a positive impact on employees. Thus, employee work productivity increases. A work environment mismatch can have long-term consequences. Besides, a good work

environment will reduce boredom and fatigue. Therefore, it is expected to increase employee work productivity.

Based on observations and interviews, the working environment at Palm Oil Mill of PTPN V Sei Rokan, Pagaran Tapah Darusalam Subdistrict, Rokan Hulu Regency, Riau, has an unclean processing place, uncomfortable and unclean toilets, humid and smelly factory waste that disturbs the smell of employees or the community around the factory. Then, the noise that still can be heard inside the factory also disturbs hearing. Thus, it hinders communication while carrying out work. The roads are slippery due to spilled palm oil stains. Furthermore, lighting at night and the rest areas in the factory environment are lacking.

Poor relationship between employees due to social jealousy and also the poor relationship between employees and leaders is a problem that often occurs in the work environment of Palm Oil Mill (*PKS*) of the PTPN V Sei Rokan, Pagaran Tapah Darusalam Subdistrict, Rokan Hulu Regency, Riau. Uncomfortable working conditions might affect employee productivity since half of a day of their time is spent in an uncomfortable work environment. For this reason, it is necessary to pay attention to the conditions of the employee work environment in accordance with the wants and needs of employees. If the problem is not resolved immediately, it is feared that it might reduce employee productivity at work and hinder the achievement of company goals which naturally have a wider further impact, both for employees and the company.

2. LITERATURE REVIEW AND HYPOTHESIS DEVELOPMENT

Employee Productivity

Productivity is a measure of the quality and quantity of work done by considering the costs and resources used. Productivity means efficiency in producing goods and services. Productivity is the best use of resources in producing goods (Sinungan, 2014).

Generally speaking, Wibowo (2016) defined productivity as the relationship between output (goods or services) and input (labor, materials, and money). Panjaitan (2017**)** defined productivity as the ratio between input and output with a focus on the output produced by a process, usually using a combination to produce a certain level of expenditure. Hasibuan (2018) states that work productivity is the ratio between output and input, where the output must have added value and better processing techniques.

In general, productivity is the level of comparison between the amount of output and the amount of input. Basically, each input, if qualified, can be used as a diving factor and a measure of productivity.

According to Yuniarsih & Suwatno (2013**),** factors that affect work productivity are as follows;

1. Internal Factors
   a. Strong commitment to institutional vision and mission
   b. Job structure and design
   c. Motivation, discipline, and work ethic
   d. Creativity and innovation
   e. Pleasant treatment that a boss or coworker
   f. Management practices implemented by the leadership
   g. Ergonomic work environment
   h. Education, experience, interests, expertise, and skill mastered
   i. Communication between individuals in building work
2. External Factors
   a. Negotiating regulations, government policies, and political situation
   b. Partnership (networking) that are developed
   c. Culture and environmental mindset around the organization
   d. Support from the community and stakeholders as a whole
   e. Competition level
   f. Impact of globalization

According to Mulyadi (2015), indicators in measuring work productivity are as follows:
1. Ability
   Possessing the ability to carry out tasks. The ability of an employee very much depends on the skills they have and their professionalism at work. This provides the power to complete the tasks assigned to them.
2. Increasing the results achieved
   Striving to improve the results achieved. The result can be felt by both those who work on it and those who enjoy the results.
3. Spirit at Work
   Spirit at work is an effort to improve on previous results. This indicator can be seen in the work ethic and results achieved one day later in comparison to the day before.a
4. Self-Development
   Self-development is done by looking at the challenges and expectations that might be faced. The stronger the challenge, self-development is absolutely necessary.
5. Quality
   Consistently trying to improve quality. Quality is the results of work that show the quality of an employee's work.
6. Efficiency
   Comparison between the results achieved and the total resources used. Input and output are aspects of productivity that have a significant impact on employees.

Work Discipline

Discipline is the process of cultivating a person's feelings to maintain and improve organizational goals objectively, through compliance with organizational rules. Work discipline can increase work productivity (Saleh and Utomo, 2018). According to Sastrohadiwiryo (2013**)** indicators of work discipline are frequency of attendance, level of vigilance, adherence to work standards, adherence to work regulations, and work ethics.

Discipline according to Sutrisno (2016) is behavior in accordance with rules, existing work procedures or attitudes, behavior, and actions in accordance with organizational regulations, both written and unwritten. Hasibuan (2018) described discipline as a person's knowledge of and willingness to follow all company rules and social norms. Awareness is a state of mind in which one willingly follows all laws and is mindful of one's obligations and responsibilities. The employee in question would voluntarily comply with/complete all of his responsibilities, rather than being forced to do so.

Manullang (2015) defined discipline as doing what has been agreed upon jointly between the leadership and the worker, spoken or written, or in the form of a habit. According to Siagian (2013), work discipline is an attitude of respect and obedience to applicable regulations, both written and unwritten, and able to carry out and not evade sanctions if they violate the assigned duties and authority. A discipline is a warning tool for employees who do not want to change their character and behavior. Good employees have a sense of responsibility for the tasks assigned to them (Ghalih, 2013). Work discipline is aimed at rules concerning time and regulations.

Discipline is a goal to train and educate people against rules to make them obedient, orderly in the organization. Discipline action is an interaction between humans which sometimes its application is biased and emotional. Such behavior triggers illegal strikes and a decline in worker morale which will negatively affect the company.

Sinambela (2016) divides work discipline into two types, namely: (1) Preventive discipline, an effort to move employees to follow and comply with work guidelines, rules set by the company with the aim of mobilizing employees and self-discipline; (2) Corrective discipline, an effort to move employees in regulation and direct them to comply with the rules following the guidelines that apply to the company. The purpose of giving sanctions is to improve, maintain applicable regulations, and provide lessons to violators.

According to Hasibuan (2013), indicators that affect the level of employee discipline are as follows:
1. Goals and abilities

Goals must be clear, ideally set, and sufficiently challenging the ability of employees. The work assigned is required to be under the ability to enable the employees to work seriously and be disciplined.

2. Exemplary leaders

Leadership role models play a role in determining employee discipline because leaders are used as role models. Leaders must set a good example, be disciplined, honest, fair, and obey the rules.

3. Remuneration

Remuneration (salary and welfare) also affects employee discipline since it might give employees satisfaction and love for the company/job.

4. Justice

Justice also encourages the realization of employee discipline because human nature always feels important and asks to be treated the same as other humans.

6. *Waskat*

Pengawasan melekat or abbreviated as Waskat (Internal Controlling) is the most effective concrete action in realizing employee discipline. With respect, superiors are obliged to be active and directly supervise the behavior, morals, attitudes, work passion, and work performance of subordinates. Superiors are required to be in the workplace to supervise and provide instructions if any of their subordinates have difficulty completing work.

7. Penalties

Penalties are an integral part of keeping employees on track. Employees will be unable to break company rules as punishments become more serious. Individual employee attitudes and actions will also be decreased.

8. Assertiveness

The assertiveness of leaders in taking action affects employee discipline. Leaders must be assertive, be able to punish every employee who is disciplined in accordance with the sanctions that have been determined.

9. Human relations

Harmonious human relations between employees contribute to creating discipline in the company. Relationships that are direct single relationships, direct group relationships, and cross-relationship should be harmonious.

Work Environment

The work environment is everything that is around the worker that can influence him/her in carrying out assigned tasks, for example, cleaning, music, lighting, and others (Sunyoto, 2013). Rivai (2014) explains that the work environment is all facilities and infrastructure around employees who are doing work. The work environment includes the workplace, facilities, work aids, cleanliness, lighting, and tranquility.

Kasmir (2016) suggests that the work environment is a condition around the location of the workplace in the form of space, layout, facilities, infrastructure, and working relationships with fellow colleagues. A conducive work environment might improve work results for the better.

According to Sidanti (2015), there are two types of work environments:

1. The physical work environment is an environment or workplace conditions that affect or increase work efficiency, including:

   a. Workspace layout. Workers should be given a decent place and provide a sense of comfort at work.

   b. Room lighting. Workspace lighting will increase the ability of employees to provide good work results.

   c. Temperature and humidity. Good air circulation will result in the physical freshness of the employee concerned.

   d. Noise will interfere with the work concentration of employees causing the performance to be not optimal.

e. Work atmosphere. A good work atmosphere can be seen from the harmonious relationship between superiors and subordinates or vice versa.

f. Employee job security. A sense of security includes safety during work and guaranteed employees in getting jobs and positions in the company.

2. The non-physical work environment is a condition related to work relationships, namely relationships with superiors and relationships with subordinates or fellow colleagues.

Siagian (2014) argues that the dimensions of the work environment are not physical consisting of:

1. Peer-level relationship
   Harmonious relationships between colleagues might affect employees to stay in an organization.

2. Relationships between superiors and employees
   Relationships between superiors and subordinates who respect each other will generate respect in each individual.

3. Cooperation between employees
   If the cooperation between employees is good, the work can be done effectively and efficiently.

According to Sunyoto (2013), the followings are necessary to measure productivity:

1. Employee relations
   Relationships and individuals are motivation by colleagues and superiors. Relationships as a group are relationships between employees and many people, both individually and as a group. The existence of groups becomes more productive if leadership, information distribution, working conditions, and wage system are good and clear.

2. The noise level of the work environment
   The silence of the work environment is very helpful in completing work and can increase work productivity.

3. Work regulations
   Good and clear work regulations can have a good influence on employee satisfaction and performance for career development in the company.

4. Lighting
   Employees need sufficient lighting to complete the job properly and thoroughly.

5. Air circulation
   The ventilation should be large enough, especially in a hot and humid room.

6. Security
   The safety of the work environment will lead to calm and comfort. The security in question is the security of an employee's personal property.

1. The Effect of Work Discipline on Productivity

The results of previous studies reveal that work discipline plays a major role in increasing work productivity. A study by Dunggio *et al* (2013) concluded that work discipline affects employee work productivity and is the most dominant variable. Furthermore, a study conducted by Hafid (2018) showed that work discipline partially has a significant effect on work productivity. Therefore, H_1 is:

H_1: Work discipline has a positive effect on employee productivity at the Palm Oil Mill (*PKS*) of PT. Perkebunan Nusantara V Sei Rokan, Pagaran Tapah Darusalam Subdistrict, Rokan Hulu Regency, Riau.

2. The Effect of Work Environment on Productivity

The work environment is a situation or place where a person carries out his duties and obligations and influences employees in carrying out assigned tasks. The work environment can create a binding work relationship between the people in the environment Ghoniyah, 2011). Haslindah (2019) also states that the work environment has an effect on work productivity. A good work environment results in high work productivity and vice versa where a bad work environment will result in poor work productivity. Therefore, H_2 is:

H_2: The work environment has a positive effect on the productivity of the employees of the Palm Oil Mill (*PKS*) of PT. Perkebunan Nusantara V Sei Rokan, Pagaran Tapah Darusalam Subdistrict, Rokan Hulu Regency, Riau

3. The Effect of Discipline and Work Environment on Productivity

Baiti et al. (2020) in their study found that simultaneously, motivation, work discipline, and work environment have a significant positive effect on employee work productivity of PT. Iskandar Indah Printing Textile Surakarta. The same thing was also found by Reski (2015) that the work environment and discipline simultaneously have a significant positive effect on employee productivity of PT Rigunas Agri Utama, Indragiri Hulu Regency. Therefore, H_3 is:

H_3: Discipline and Work Environment simultaneously have a significant effect on employee productivity at the Palm Oil Mill of PT. Perkebunan Nusantara V Sei Rokan, Pagaran Tapah Darussalam Subdistrict, Rokan Hulu Regency, Riau

3. RESEARCH METHOD

Research Design

This study is a quantitative study that aims to describe social phenomena or symptoms that occur in society in relation to one another (Nanang Martono, 2015 in Sudaryono, 2017)

Types and Sources of Data

The types of data used in this study were quantitative data with primary data sources and secondary data. Primary data are data obtained by researchers directly from respondents related to the variables studied for specific purposes of research (Sekaran & Bougie, 2017). In this study, primary data were obtained from a survey conducted individually on 111 employees of Palm Oil Mill (*PKS*) of PTPN V Sei Rokan, Pagaran Tapah Darusalam Subdistrict, Rokan Hulu Regency, Riau. Secondary data are data obtained by researchers indirectly through intermediary media. Secondary data are generally in the form of evidence, notes, or reports that have been compiled in archives (Sujarweni, 2018). In this study, secondary data were obtained from the Palm Oil Mill (*PKS*) of PTPN V Sei Rokan, Pagaran Tapah Darusalam Subdistrict, Rokan Hulu Regency, such as the number of workers, a brief history of the company, organizational structure, and employee attendance data.

Population and Sample

The population is a generalization area consisting of objects/subjects that have certain qualities and characteristics that are determined by researchers to study and then draw conclusions (Sugiyono, 2014). The population in this study were the leaders and all employees who worked at Palm Oil Mill (*PKS*) PTPN V Sei Rokan, Pagaran Tapah Darusalam Subdistrict, Rokan Hulu Regency, Riau, totaling 153 people.

The sample is a representation of the population's size and characteristics. In order to make the results of the survey to be relevant to the entire population, the sample used to represent the entire population must be representative (Sugiyono, 2014). The Solvin method was used to calculate the number of samples since the population size was already known (Nurlaela, 2018). The calculation results obtained a sample of 111 employees of Palm Oil Mill of PTPN V Sei Rokan, Pagaran Tapah Darusalam Subdistrict, Rokan Hulu Regency, Riau. The sampling technique used was a random sampling method, that is, sampling from the population was carried out randomly without showing the existing strata in the population.

Variable Measurement

This study measured how much the effect of the independent variables, namely work discipline and work environment, have on the dependent variable of employee work productivity. The process of measuring variables is making conceptual definitions and operational definitions of the variable based on research objectives and relevant theories.

Measurement of each indicator by giving a score on each item of statement with a Likert scale the Likert scale is a method that measures attitudes by expressing agreement or disagreement with certain subjects, objects, or events (Nurlaela, 2018).

Research Instrument
This study employed a Likert scale with a scale of 1 to 5. The lowest scale with a score of 1 was given for the answer to strongly disagree, a score of 2 was given for an answer to disagree, a score of 3 was given for a neutral answer, a score of 4 was given for the answer to agree, and a score of 5 was given for the answers to a strongly agree.

Method of Analysis
Validity and Reliability Tests
The validity test is used to measure whether a questionnaire is valid or not (Ghozali, 2017). The statement is said to be valid if the calculated r-value is greater than the r table. Correlation in degrees of freedom (df) n – 2 or if the probability < 0.05. Reliability is a measuring tool for measuring a questionnaire which is an indicator of variables (Ghozali, 2017). If the Cronbach alpha value > 0.60 then the valid item is said to be reliable. If the Cronbach alpha value < 0.60 then the valid item is said to be unreliable

Data Analysis
Multiple Linear Regression Analysis
The obtained data were analyzed using the multiple linear regression method, a method to determine the relationship between independent and dependent variables with the following equation:

$$Y = a + b_1 X_1 + b_2 X_2 + e$$

Partial Test (t-test)
According to Ghozali (2017), the t-test is used to test the significance of the relationship between the independent variable and the dependent variable partially or the t-test shows how far the independent variables individually explain variations in the dependent variable.

Simultaneous Test (F-test)
According to Ghozali (2017), F-test shows whether all the independent variables contained in the model have a joint influence on the dependent variable.

Determinant Coefficient Test (R^2)
The regression coefficient was done to measure how far the model's ability to explain the variation in the dependent variable, where the coefficient of determination is between zero and one. The lower the R^2 value, the more restricted the ability of the independent variables to describe the dependent variable. A value near one indicates that the independent variable contains nearly all of the information needed to predict the dependent variable.

4. RESULTS AND DISCUSSION

Validity Test Results
Based on the results of the validity test, it shows that each statement item had a value of r count > r table, where r table was 0.1865. This indicates that each statement item is declared valid.

Reliability Test Results
Table 4.1 Recapitulation of Reliability Test Results

Variable	Criteria	Cronbach Alpha	Description
Productivity	0,60	0,940	Reliable
Discipline	0,60	0,937	Reliable
Work Environment	0,60	0,965	Reliable

Source: Processed Data, 2020

The results of the reliability test of the productivity, discipline, and work environment variables were reliable for the Cronbach Alpha > 0.6.

Data Analysis
Multiple Linear Regression Analysis
Table 4.2 Multiple Linear Regression Test Results

	Model	Unstandardized Coefficients		Standardized Coefficients		
		B	Std. Error	Beta	t	Sig.
1	(Constant)	43.137	19.735		2.186	.031
	X1	1.368	.110	.769	12.447	.000
	X2	-.087	.152	-.035	-.570	.570

1. A constant value of 43.137 units indicates an increase in employee productivity if the variables of work discipline and work environment are considered constant.
2. The regression coefficient of the discipline variable, (X_1) = 1.368, was positive. This indicates that with every change of one unit in work discipline while the work environment is assumed to be constant, the amount of employee productivity will change, with an increase of 1.368.
3. The regression coefficient of the work environment variable, (X_2) = − 0.087, was negative, indicating that each change is one unit in the work environment while work discipline is assumed to be constant, the amount of employee productivity will change, with a decrease of − 0.087

Partial Test (t-test)
Table 4.2 shows the results of the t-test for work discipline (X_1) with t value 12447 > t table 1.982 and a significance of 0.000 < 0.05, indicating that H_0 was rejected. Thus, discipline had a significant positive effect on work productivity. Work environment (X_2) with t value − 0.570 < t table 1.982 and a significance of 0.570 > 0.05, indicating that H_0 was accepted. Thus, the work environment had no significant effect on work productivity.

Simultaneous Test (F-test)
Based on the results of data processing, the results of the F test showed f count 77.054 > F table 3.080 with a significance level of 0.000 < 0.05, indicating that there was a simultaneous or collective influence on work discipline and work environment on employee work productivity.

Determination Coefficient Test (R^2)
Based on the results of data processing, the coefficient of determination (Adjusted R-Square) was 0.651 or 65.1%. this means that 65.1% of the productivity variable can be explained by variables of work discipline and work environment while the remaining 34.9% could be explained by other variables not examined in this study.

Discussion of the Research Results
The Effect of Work Discipline on Work Productivity

The results of the research data tests show that work discipline had a significant effect on work productivity. Work discipline is defined as self-control which shows the level of seriousness of the work team in the organization. Disciplinary action demands punishment on employees who fail to meet established standards (Elqadri, et al, 2015). Hafid (2018) states that if there is a change in employee work discipline, it might have an impact on the work productivity of an employee.

A good form of discipline might be seen in providing workloads in accordance with the ability of employees. Thus, employees are serious and disciplined in doing their work. Furthermore, leaders must be good, disciplined, honest, and fair to be able to be role models for employees. Moreover, leaders are obliged to provide appropriate and in-time remuneration, fair treatment of fellow employees, and actively supervise and provide instructions for employees who have difficulties working. Leaders are also obliged to impose penalties for employees who are not disciplined.

The Effect of Work Environment on Work Productivity

Work environment means the whole of the tools and materials faced, the environment in which a person works, work methods, and work arrangements both as individuals and groups (Handaru, 2019). The effect of the work environment on work productivity means that the relationship between individuals and groups runs well and harmoniously, a calm and quiet work environment, good and clear work regulations, good and adequate lighting, adequate air circulation, and a safe work environment.

The results of the data testing show that the work environment did not have a significant effect on work productivity. This was because employees are used to working in conditions that are not clean and comfortable, a noisy work environment, inadequate air circulation, smelly factory waste, and uncomfortable resting place. The results of this study are supporting the results of a previous study conducted by Rampisela and Lumintang (2020) which found that the work environment had a positive and insignificant effect on the work productivity of PT Dayana Cipta employees. A previous study by Dahlia (2019) also showed that the work environment had a positive but insignificant effect on the work environment of PT. Sumber Graha Sejahtera.

5. CONCLUSION

Based on the findings of the study, the following conclusions can be drawn:
a. Discipline has a significant positive effect on the productivity of Palm Oil Mill (*PKS*) of PTPN V Sei Rokan, Pagaran Tapah Darusalam Subdistrict, Rokan Hulu Regency, Riau. The company that establishes good and correct discipline and are obeyed by their employees will increase work productivity.
b. The work environment has no effect on the work productivity of Palm Oil Mill (*PKS*) of PTPN V Sei Rokan, Pagaran Tapah Darusalam Subdistrict, Rokan Hulu Regency, Riau. Employees are accustomed to working in an environment that is uncomfortable, noisy, and has poor air circulation.
c. Discipline and work environment simultaneously affect the work productivity of Palm Oil Mill (*PKS*) of PTPN V Sei Rokan, Pagaran Tapah Darusalam Subdistrict, Rokan Hulu Regency, Riau.

6. LIMITATIONS AND SUGGESTIONS

Limitations of the Study
a. The variables used in this study were still limited to the discipline and work environment variables in influencing employee work productivity. It is expected that further researchers can add other variables that have an influence on employee productivity.
b. The research was carried out only on male employees of the Palm Oil Mill (*PKS*) of PTPN V Sei Rokan, Pagaran Tapah Darusalam Subdistrict, Rokan Hulu Regency, Riau.

The results of the study might be different if the study was carried out on female employees.

Suggestions
a. The results of this study indicate the work environment has no effect on work productivity. For this reason, it is expected that the leadership can pay attention to and improve matters related to the work environment that might make employees feel comfortable and calm at work. Thus, employee work productivity will increase.
b. It is expected that future researchers will continue to add other variables that have an influence on employee productivity.
c. It is expected that future researchers can make female employees as research objects to provide different research results.

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