

Analysis of Factors Affecting Work Productivity in Employees of the Forest Management Unit Region I, In Mataram City

Atifatul Iman¹, St Maryam²

^{1,2}Faculty of Economics and Business, University of Mataram, Indonesia

ABSTRACT: This study aims to analyze the influence of work motivation, work discipline, education and job training and work environment on work productivity in employees of the Forest Management Unit Center Region I. The population in this study is employees of the Forest Management Unit Center Region I in Mataram City. The sample was determined using the Random Sampling method, which is the collection of sample members from the population was carried out randomly without paying attention to strata in the population, with a total of 67 respondents. The data collection methods used were observation, interviews and questionnaires. Data analysis used multiple Linear Regression. Based on the results of the analysis, it was found that partially the variables of work motivation, education and job training had a significant influence on employee work productivity, while the variables of work discipline and work environment did not have a significant effect on employee work productivity. Simultaneously, all independent variables, namely work motivation, work discipline, education and job training, and work environment together have a significant effect on employee work productivity.

KEYWORDS: Work Motivation, Work Discipline, Job Education and Training, Work Environment, Work Productivity

I. INTRODUCTION

Economic development is a process that aims to improve the welfare of the community through the optimal use of its resources. One of the main factors that determine the success of economic development is the quality of human resources. A qualified workforce is able to increase productivity so as to provide added value for national development. On the contrary, the quality of human resources is an obstacle in increasing productivity and economic growth (Daraba et al., 2018). In Indonesia, the high number of the workforce is balanced by the quality of education and skills, causing labor productivity to remain relatively low. In addition, limited opportunities in the formal sector are a challenge for national development (Dewita Hia, 2015).

The Forest Management Unit (BKPH) Region I of Mataram City is a local government organizational unit tasked with implementing forest management at the field level in an integrated manner. The Forest Management Unit has the main task of organizing the management of forest areas effectively, efficiently, and sustainably through planning, utilization, rehabilitation, protection, and supervision of forests in its work area. Through planning, utilization, protection, rehabilitation, and supervision of forest areas in order to realize sustainable forest management and improve the welfare of communities around the forest (Ichan & Valentino, 2025).

In carrying out its duties, the Region I Forest Management Unit oversees 16 forest management resorts spread across three districts on the island of Lombok, namely North Lombok Regency, Central Lombok Regency, and West Lombok Regency. The distribution of the resort plays a role in facilitating the optimal management, supervision, protection, and utilization of forest areas in accordance with the characteristics and potential of their respective regions to support the realization of sustainable and sustainable forest management.

In more detail, the population of employees at the Region I Forest Management Unit Center in Mataram City can be seen in Table 1.1 below.

Analysis of Factors Affecting Work Productivity in Employees of the Forest Management Unit Region I, In Mataram City

Tabel 1.1: Number of Employees of the Forest Management Unit Region I and Number of Resort Employees

No	Employees	Quantity
1	PNS	65
2	PPPK	11
3	PPPK PW	125
Total		205

Source: Forest Management Unit REGION I

Based on table 1.1, the number of employees at the Region I Forest Management Unit Center and the number of Resort employees are 205 people consisting of three categories of employees, namely, civil servants, PPPK, and PPPK PW. Employees with civil servant status are 65 people. Meanwhile, employees with PPPK status amounted to 11 people, so it became the group of employees with the least number. The employees with PPPK PW status amounted to 125 people from the total employees, making it the most dominant group of employees at the Region I Forest Management Unit Center in Mataram City.

Employee work productivity is influenced by various factors, one of which is work motivation. Work motivation is the drive that arises in oneself to do work with enthusiasm and use all the abilities that one has, with the aim of achieving the desired results. Increasing work motivation for employees in an organization or agency needs to be considered further in order to meet the needs of employees. Motivation is an effort that can provide encouragement to someone to take a desired action, motivated employees tend to be goal-oriented and driven by the desire to achieve certain goals (Mardiansyah et al., 2023).

Work discipline is important, because it can serve as a control over unpleasant behavior in an organization and is a form of training that seeks to improve and shape the knowledge, attitudes and behaviors of employees so that these employees voluntarily try to work cooperatively with other employees by improving work performance (Hasan & Maufira, 2024).

Education and training are important things that must be done by a company, because they are always used by companies to be able to retain and maintain employees in a company and improve employee skills to improve performance (Puteri & Tj., 2024). One of the main factors that affect the work productivity of employees at the Forest Management Unit Center is the level of competence and training. Forest area management requires special technical expertise and adequate physical resilience, so education and training (diklat) are very important. With good competence and training, employees can work more effectively and efficiently, which will ultimately increase work productivity.

The work environment also affects productivity because a healthy job will be able to reduce employee fatigue and boredom. Likewise, vice versa, a bad work environment will result in poor productivity. The work environment is the physical background in which employees perform work. These elements of the work environment can affect employees' feelings of well-being, collaboration, efficiency, and health. A good work environment is one of the most important elements in making us feel comfortable and for our activities to function and develop (Puteri & Tj, 2016).

II. LITERATURE REVIEW

A. Employment

Employment is every person who is able to do work to produce goods or services, to meet their own needs and for the community (Law No. 13 of 2003 concerning Manpower, 2003).

Labor is something that concerns individuals who can work and create labor and products that have financial value and can help the interests of society (Sondakh et al., 2024).

B. Work Productivity

Work productivity is a measure that shows the consideration between the inputs and outputs that the company emits as well as the role of the workforce that the time union has, or in other words, measuring efficiency requires the identification of the results of performance. Work productivity can be interpreted as concrete results of products produced by individuals or groups, especially in terms of quantity.

According to the theory of work productivity (Malthis & Jackson, 2009), work productivity is a measure of the quantity and quality of workers that have been worked by considering the cost of resources used to do the work. (Tohardi & Sutrisno, 2017) states that work productivity is a mental attitude. A mental attitude that always seeks improvement to what already exists. A belief that a person can do a better job today than yesterday and tomorrow better than today.

Employee work productivity can be influenced by many factors, including the mental and physical abilities of employees, the relationship between superiors and subordinates, employee work motivation, education, work discipline, skills, attitudes and work ethics, and the sophistication of the technology used.

Analysis of Factors Affecting Work Productivity in Employees of the Forest Management Unit Region I, In Mataram City

C. Factors Affecting Employee Work Productivity

Factors that affect employee work productivity at work are the longer the longer the working period of a worker, the skills and ability to do work should increase (Ziddan Abdillah Ahmad Fauzy, 2024).

These motivational factors encourage individuals to put more effort into their work. Satisfaction factor, this factor is called the satisfaction factor because it functions to prevent dissatisfaction at work. This maintenance factor is not the cause of job satisfaction, but rather to prevent dissatisfaction. An adequate amount of these maintenance factors is essential, as if lacking, it can lead to job dissatisfaction.

Discipline in work is very important because with this discipline it is expected that most of the regulations are obeyed by employees, work according to procedures, and so on so that work is completed effectively and efficiently and can increase productivity, therefore if employees do not use the rules set in the company, then disciplinary action is the last step that can be taken against an employee who performs their work is substandard (Hasan & Maufira, 2024).

Education and job training are one of the factors that affect employee work productivity. Education plays a role in increasing employees' knowledge, insight, and thinking skills, while job training serves to improve technical skills and abilities in carrying out work. The better the level of education and the more often employees receive training that is in accordance with their duties, the higher the work productivity that can be produced (Nabila Putri Fachrianda and Nuridin, 2023).

There are two relationships in the work environment in employee relationships, namely relationships as individuals and relationships as groups. A work environment that is not calm or noisy will have a bad influence, namely the presence of unrest at work. Sufficient circulation or air exchange is the first thing that must be done in the procurement of ventilation. A work environment with a sense of security will create calm and comfort, which will be able to provide a boost of enthusiasm to work (Puteri & Tj., 2024).

D. The Relationship Between Work Motivation and Productivity

High productivity can be achieved if employees have strong motivation and a supportive work environment in carrying out their duties and responsibilities, motivation can increase the ability to work and cooperation, which will indirectly increase productivity (Ziddan Abdillah Ahmad Fauzy, 2024).

E. The Relationship Between Work Discipline and Productivity

Employee discipline is a form of training that seeks to improve and shape employee knowledge, attitudes and behaviors so that these employees voluntarily try to work cooperatively with other employees and improve their work performance. An employee who has good discipline will have a great sense of responsibility for the tasks given to him (Herdiani, 2024).

F. The Relationship Between Education and Job Training on Productivity

Education and Training is one of the most important things in increasing work productivity, to get a good and proper workforce, training and development are needed. This is an effort to prepare workers to face job tasks that are considered to have not mastered them (Akbar et al., 2020).

G. The Relationship Between the Work Environment and Productivity

A good work environment will create a comfortable, safe, and conducive working environment so that employees can carry out their work effectively and efficiently. On the other hand, an inadequate work environment can cause discomfort, lower morale, and hinder productivity achievement (Puteri & Tj, 2016).

III. METHODOLOGY

The type of research used is quantitative research with an explanatory approach. This research was conducted at the Region I Forest Management Unit Center in Mataram City, in addition to the Region I Forest Management Unit Center oversees several resorts in North Lombok Regency, Central Lombok Regency, and West Lombok Regency. This study has a population of 205 employees of the Forest Management Unit Region I, so this study samples 10% of the population. Thus, the sample taken in this study was 67 employees of the Forest Management Unit Center Region I, the calculation of the number of samples used the slovin formula.

The data collection method used is an interview, questionnaire or questionnaire by providing several kinds of questions related to the research problem. The answer to each instrument item used on the Likert scale has a gradation from positive to very negative, which can be in the form of words such as strongly agree, agree, sufficient, disagree, and strongly disagree. This study uses an analysis tool in the form of multiple linear regression method. The multiple linear regression analysis model is as follows:

Analysis of Factors Affecting Work Productivity in Employees of the Forest Management Unit Region I, In Mataram City

$$Y = \alpha + \beta_1 X_1 + \beta_2 X_2 + \beta_3 X_3 + \beta_4 X_4 + e$$

Description:

Y = Work Productivity in Employees

α = Constant

β = Regression Theory

X1 = Work Motivation

X2 = Work Discipline

X3 = Job Education and Training

X4 = Work Environment

eit = error term

A. Classic Assumption Testing

This test consists of a normality test, a heteroscedasticity test, a multicollinearity test, and an autocorrelation test. The requirement to obtain a good regression model is that the distribution of the data must be normal or close to normal.

Normality Test

Test the normality of testing a data that has the purpose of finding out whether independent or dependent variables have a normal distribution or not. This normality test was carried out by analyzing the Kolmogorov-Smirnow statistical test with a confidence degree of more than 0.05 (Ghozali, 2021).

Heteroscedasticity Test

The heteroscedasticity test tests whether in the regression model there is a variance or residual disparity of one observation to another observation is fixed, it is called homokedasticity and if the variance is different it is called heteroscedasticity. A good regression model is one that is homogeneous, or heteroscedasticity does not occur (Ghozali, 2021).

Multicollinearity Test

The multicollinearity test tests whether there is a high correlation between independent variables or not (Ghozali, 2021). If there is a significant relationship between independent variables, then it can be concluded that multierierity occurs.

Autocorrelation Test

The autocorrelation test is a statistical analysis used to see whether or not there is a correlation between the period(t) and the previous period (t-1). A good regression model is one that does not have a correlation between one period and the previous period, if there is a correlation, it is called a correlation problem.

B. Statistical Test

Partial Significance Test (t-test)

The t-test is used to test the significance of the relationship between the X and Y variables, whether the independent variable really affects the bound variable separately or partially (Ghozali, 2021). The basis for taking the putation uses significance probability, namely: if the significance value < 0.05, then Ho is rejected and Ha is accepted. Conversely, if the significance value > 0.05, then Ho is accepted and Ha is rejected.

Model Accuracy Test (F Test)

In this study, the F test was used to determine the significance of the influence of independent variables together (simultaneously) on dependent variables (Ghozali, 2011). In decision-making (Ghozali, 2011) is to use the significance probability number, namely: if the significant probability number is > 0.05, then Ho is accepted and Ha is rejected. On the other hand, if the significant probability number is < 0.05, then Ho is rejected and Ha is accepted.

Determinant Coefficient Test (R²)

The determinant coefficient (R²) is an overview measure that indicates how well the regression line is up to matching the data. The value of the determinant coefficient ranges from zero to one. Conversely, if the value of R² is close to one, it means that the independent variable provides almost all the information needed to predict dependent variations.

C. Validity and Reliability Test

The validity test process functions as a means to determine the effectiveness of a questionnaire in research. The aim is to ensure that the questions in the questionnaire are able to accurately reflect the desired measurements. A questionnaire is said to be valid if it successfully reveals the desired information (Sujarweni, 2022:178).

The purpose of reliability testing is to find out whether a measuring instrument will consistently deliver the same results when used repeatedly. A questionnaire is said to be reliable if a person's answers to statements are consistent or stable over time.

Analysis of Factors Affecting Work Productivity in Employees of the Forest Management Unit Region I, In Mataram City

IV. RESULTS AND DISCUSSION

A. Statistical Test

Partial Effect Significance Test (T-Test)

Table 1. Partial Test

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1,411	2,016		,700	,487
	X1	,266	,129	,257	2,062	,043
	X2	,071	,127	,070	,565	,574
	X3	,472	,129	,467	3,669	,001
	X4	,102	,120	,097	,846	,401

a. Dependent Variable: Y

It is known that the t-calculation value of the work motivation variable (X1) is 2.062 with a significant level of 0.043 (<0.05). When compared to the t-table value of 1.998, the t-calculated value obtained is greater than the t-table value, which is (2.062>1.998), which means that H0 is accepted and Ha is rejected. It was concluded that the work motivation variable had a partial significant effect on work productivity (Y).

It is known that the t-calculation value of the work discipline variable (X2) is 0.565 with a significant level of 0.574 (>0.05). When compared to the t-table value of 1.998, then the t-calculated value obtained is smaller than the t-table value, which is (0.565<1.998) which means that H0 is rejected and Ha is accepted. It was concluded that the work discipline variable did not have a partial significant effect on the work productivity variable (Y).

It is known that the t-calculation value of the variable education and job training (X3) is 3.669 with a significance of 0.001 (<0.05). When compared to the t-table value of 1.998, then the t-calculated value (3.669>1.998) which means that H0 is accepted and Ha is rejected. It was concluded that the variables of education and job training had a partial significant effect on work productivity (Y).

It is known that the t-calculation value of the work environment variable (X4) is 0.846 with a significance of 0.401 (>0.05). When compared to the t-table value of 1.998, then the t-calculated value obtained is smaller than the t-table which is (0.846<1.998) which means that H0 is rejected and Ha is accepted. It was concluded that the work training variable did not have a significant effect on work productivity (Y).

Model Accuracy Test (F Test)

Table 2. Simultaneous Test

ANOVA^b

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	272,652	4	68,163	26,691	,000 ^a
	Residual	158,333	62	2,554		
	Total	430,985	66			

a. Predictors: (Constant), X4, X2, X1, X3

b. Dependent Variable: Y

From the results of statistical calculation using SPSS 13, a statistical F-value of 26.691 was obtained with a significant level of 0.000 (<0.05). If viewed from the significant value of F, it is obtained that the value of F table with = 67 - 4 - 1 = 62 is 2.52. Thus, F is obtained as a calculation > F table which means that H0 is rejected Ha is accepted. This means that the variables of Work Motivation (X1), Work Discipline (X2), Education and Job Training (X3), Work Environment (X4) simultaneously (together) have a significant effect on Work Productivity (Y) Work Productivity in Employees of the Forest Management Unit Region I in Mataram City.

Analysis of Factors Affecting Work Productivity in Employees of the Forest Management Unit Region I, In Mataram City

Coefficient of Determination (R²)

Table 3. Coefficient Determination Test

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,305 ^a	,093	,034	2,25866

a. Predictors: (Constant), X4, X2, X1, X3

It is known that the R Square value is 0.093, so it means that the variables of work motivation, work discipline, education and job training, work environment have a combined influence of 9.3% on the work productivity variable and the remaining 90.7% are influenced by other variables outside this study.

B. Classic Assumption Test

Autocorrelation Test

Table 4. Autocorrelation Test Results

Model Summary ^b					
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	,795 ^a	,633	,609	1,59805	2,115

a. Predictors: (Constant), X4, X2, X1, X3

b. Dependent Variable: Y

The results of the regression analysis for the autocorrelation test showed that the Durbin-Watson value was 2.115, which means that it was $1.733 < 2.115 < 2.267$ (no conclusion) because the boundary value (DL) was smaller than the Durbin-Watson value and the Durbin-Watson value was smaller than the DU value.

Multicollinearity Test

Table 5. Multicollinearity Test Results

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
1 (Constant)	1,411	2,016		,700	,487		
X1	,266	,129	,257	2,062	,043	,380	2,631
X2	,071	,127	,070	,565	,574	,382	2,620
X3	,472	,129	,467	3,669	,001	,365	2,738
X4	,102	,120	,097	,846	,401	,455	2,198

a. Dependent Variable: Y

The results of regression analysis for the multicollinearity test can be known through the Tolerance and VIF values. The Tolerance values of the four independent variables in this study are all more than 0.100 (>0.100) and the results of the calculation of the Variance Inflation Factor (VIF) value also show that the value of the independent variables is all less than 10.00 (<10.00), so it can be concluded that in this regression model there are no symptoms of multicollinearity between independent variables.

Analysis of Factors Affecting Work Productivity in Employees of the Forest Management Unit Region I, In Mataram City

Normality Test

Table 6. Normality Test Results

One-Sample Kolmogorov-Smirnov Test			Unstandardized Residual
N			67
Normal Parameters ^{a, b}	Mean		,0000000
	Std. Deviation		1,54886399
Most Extreme Differences	Absolute		,102
	Positive		,049
	Negative		-,102
Kolmogorov-Smirnov Z			,837
Asymp. Sig. (2-tailed)			,485

a. Test distribution is Normal.

b. Calculated from data.

The results of the regression analysis from the normality test can be seen in the value of *Asymp. Sig. (2-tailed)* which shows that the value is 0.485 (>0.05), then it can be concluded that the data is distributed normally, because the significant value obtained is greater than 0.05.

Heteroscedasticity Test

Table 7. Heteroscedasticity Test Results

Coefficients ^a					
Model		Unstandardized Coefficients		Standardized Coefficients	Sig.
		B	Std. Error	Beta	
1	(Constant)	-1,935	2,849		,499
	X1	,136	,182	,146	,458
	X2	,010	,179	,011	,956
	X3	,283	,182	,311	,125
	X4	-,364	,170	-,383	,036

a. Dependent Variable: LN_RES

The results of the heteroscedasticity test showed that the work motivation variable had a significant value of 0.485, work discipline of 0.956, education and job training of 0.125, and work environment of 0.036. All of these significant values are greater than 0.05. Thus, it can be concluded that the regression model does not occur with symptoms of heteroscedasticity and is suitable for use in hypothesis testing.

C. Validity and Reliability Test

Table 8. Results of the Work Motivation Validity Test (X1)

Motivasi Kerja			
No	r hitung	r tabel	Keterangan
1	0,822	0.240	Valid
2	0,699	0.240	Valid
3	0,835	0.240	Valid
4	0,809	0.240	Valid
5	0,763	0.240	Valid

Source: SPSS Data Processing Results

Analysis of Factors Affecting Work Productivity in Employees of the Forest Management Unit Region I, In Mataram City

Based on the results of the validity test, it can be found that all questions about work motivation (1-5) are greater than 0.240. So in other words, the r -count value $>$ r -table (0.240) which means valid, then all question items in the work motivation variable (X1) are declared valid.

Results of the Work Discipline Validity Test (X2)

Disiplin Kerja			
No	r hitung	r tabel	Keterangan
1	0,724	0.240	Valid
2	0,724	0.240	Valid
3	0,721	0.240	Valid
4	0,779	0.240	Valid
5	0,781	0.240	Valid

Source: SPSS Data Processing Results

Based on the results of the validity test, it can be found that all questions about work discipline (1-5) are greater than 0.240. So in other words, from the value of r -count $>$ r -table (0.240) which means valid, then all question items in the work discipline variable (X2) are declared valid.

Results of the Validity Test of Education and Job Training (X3)

Pendidikan dan Pelatihan Kerja			
No	r hitung	r tabel	Keterangan
1	0,683	0.240	Valid
2	0,732	0.240	Valid
3	0,788	0.240	Valid
4	0,704	0.240	Valid
5	0,781	0.240	Valid

Source: SPSS Data Processing Results

Based on the results of the validity test, it can be found that all questions about education and job training (1-5) are greater than 0.240. So in other words, the r -count value $>$ r -table (0.240) which means valid, then all question items in the education and job training variable (X3) are declared valid.

Results of the Work Environment Validity Test (X4)

Lingkungan Kerja			
No	r hitung	r tabel	Keterangan
1	0,651	0.240	Valid
2	0,706	0.240	Valid
3	0,795	0.240	Valid
4	0,799	0.240	Valid
5	0,76	0.240	Valid

Source: SPSS Data Processing Results

Based on the results of the validity test, it can be found that all questions about education and job training (1-5) are greater than 0.240. So in other words, the r -count value $>$ r -table (0.240) which means valid, then all question items in the education and job training variable (X3) are declared valid.

Analysis of Factors Affecting Work Productivity in Employees of the Forest Management Unit Region I, In Mataram City

Table 9. Reliability Test

Reliability Statistics	
Cronbach's Alpha	N of Items
,844	5

Based on the work motivation table (X1), which is known that Cronbach's alpha value is $0.844 > 0.240$, it can be concluded that the results of the reliability test on 5 questions are reliable because Cronbach's alpha value is greater than the r-table value. This means that the questionnaire data used can be trusted and the answers from respondents tend to be consistent.

Reliability Statistics

Cronbach's Alpha	N of Items
,792	5

Based on the work discipline table (X2), which is known that Cronbach's alpha value is $0.972 > 0.240$, it can be concluded that the results of the reliability test on 5 questions are reliable because Cronbach's alpha value is greater than the r-table value. This means that the questionnaire data used can be trusted and the answers from respondents tend to be consistent.

Reliability Statistics	
Cronbach's Alpha	N of Items
,789	5

Based on the education and job training table (X3), which is known that Cronbach's alpha value is $0.789 > 0.240$, it can be concluded that the results of the reliability test for 5 questions are reliable because Cronbach's alpha value is greater than the r-table value. This means that the questionnaire data used can be trusted and the answers from respondents tend to be consistent.

Reliability Statistics	
Cronbach's Alpha	N of Items
,784	5

Based on the work environment table (X4), which is known that Cronbach's alpha value is $0.784 > 0.240$, it can be concluded that the results of the reliability test on 5 questions are reliable because Cronbach's alpha value is greater than the r-table value. This means that the questionnaire data used can be trusted and the answers from respondents tend to be consistent.

D. DISCUSSION

The Effect of Work Motivation on Work Productivity in Employees

The value of the regression coefficient of Work Motivation (X1) with Work Productivity in Employees is 0.266. These results can be interpreted that every 1 increase in the work motivation score will increase the Work Productivity score in Employees by 0.266. Hasil uji This research is supported by the results of research from (Hasibuan, 2015) which says that work motivation provides encouragement that encourages cooperation and integration with all initiatives to achieve productivity. The motivation to work of each individual is the quality that can arise in them. Everyone should have work-related motivation to feel satisfied and motivated while working.

David McClelland's Achievement Theory (1984) classifies notation based on the consequences of an activity in the form of achievements achieved, including in work. In other words, the need to perform is a motivation in carrying out work.

Analysis of Factors Affecting Work Productivity in Employees of the Forest Management Unit Region I, In Mataram City

The Effect of Work Discipline on Work Productivity in Employees

The value of the regression coefficient of Work Discipline (X2) with Work Productivity in Employees was 0.071. These results can be interpreted as that every 1 increase in the work discipline score will increase the Work Productivity score in Employees by 0.071. The results of this research test are in accordance with research from (Gaurifa & Management, 2024) which says that work discipline is inseparable from the organization, where without good work discipline, organizational goals are difficult to achieve. Internal work discipline Increase employee work productivity if good discipline reflects a person's sense of responsibility for the tasks assigned to him.

Work discipline is an important function because it affects employee achievement and quality. This is in line with the opinion (Ramon, 2019) that work discipline is an attitude of obedience and willingness to obey applicable regulations. The goal is to instill awareness of the importance of compliance with social norms and regulations.

The Influence of Job Education and Training on Work Productivity in Employees

The value of the regression coefficient of Job Education and Training (X3) with Work Productivity in Employees is 0.472. These results can be interpreted that every 1 increase in the score of education and job training will increase the Work Productivity score of Employees by 0.472. These results are in accordance with research conducted by (Nurfutriani, 2023) which said that education and training variables have a significant partial effect on work productivity at Bank Syariah Indonesia KCP Majene.

Education and training are the main instruments in human resource development. Education serves to expand conceptual insight and understanding, while training is more practical and oriented towards improving specific technical skills (Refi & Amin, 2025).

The Influence of the Work Environment on Work Productivity in Employees

The value of the regression coefficient of the Work Environment (X4) with Work Productivity in Employees is 0.102. This can be interpreted that every 1 increase in the work environment score will increase the Work Productivity score of Employees by 0.102. This result is in accordance with research conducted by (Syahputra et al., 2022), the work environment is designed in such a way that it can create a working relationship that binds workers to the environment. A good work environment will have a great effect on employee productivity, because a good environment will increase work, and vice versa if the work environment is not calm, it will be able to increase the rate of mistakes they make.

The work environment is described as where a person works, his or her working methods and work arrangements both as an individual and as a group. A work environment is said to be good if the employees can carry out an activity optimally, healthily, safely, and comfortably (Dewi, 2021).

V. CONCLUSION

Based on the results of statistics and regression analysis as well as the discussion that has been described in the previous chapter, the following conclusions can be drawn:

1. Partially that:
 - a) Work Motivation, Education and Job Training have a positive and significant effect on the work productivity of employees of the Forest Management Unit Region I. Thus, the higher the work motivation, education and job training, the more employee productivity will increase.
 - b) Work Discipline, Work Environment have a positive but not significant effect on the work productivity of employees of the Forest Management Unit Region I. This states that work discipline and work environment have not had a significant influence on employee work productivity.
2. Simultaneously, work motivation, work discipline, job education and training, and work environment have a positive and significant effect on the work productivity of employees of the Forest Management Unit Center Region I. Stating that independent variables together affect work productivity is accepted. Thus, work motivation, work discipline, job education and training, and work environment are simultaneously able to explain changes in the work productivity of employees of the Forest Management Unit Center Region I in Mataram City.

REFERENCES

- 1) Akbar, R., Handoko, A. L., Wijoyo, H., & Widya, D. (2020). *Pengaruh Pelatihan dan Motivasi terhadap Produktivitas Kerja Karyawan pada PT. Lion Mentari Airlines Bandara Internasional Soekarno Hatta Cengkareng*. 2.
- 2) Daraba, D., Subianto, A. B., & Salam, R. (2018). Upaya Peningkatan Kualitas Tenaga Kerja pada Dinas Ketenagakerjaan Di Kota Makassar. *Jurnal Ilmiah Ilmu Administrasi Publik: Jurnal Pemikiran Dan Penelitian Administrasi Publik*, 8(1), 21–26.

Analysis of Factors Affecting Work Productivity in Employees of the Forest Management Unit Region I, In Mataram City

- 3) Dewi, A. P. (2021). *Pengaruh Lingkungan Kerja dan Karakteristik Individu terhadap Kinerja Karyawan pada PT . Karya Indah Alam Sejahtera di Gresik*. 1(1), 20–29.
- 4) Gaurifa, R. H., & Manajemen, M. P. (2024). *Pengaruh disiplin kerja terhadap produktivitas kerja pegawai di uptd puskesmas luahagundre maniamolo kabupaten nias selatan*. 7(2), 228–240.
- 5) Hasan, M., & Maufira, R. (2024). *Faktor-Faktor Yang Mempengaruhi Disiplin Kerja Dan Upah Pegawai*. 4(3), 181–185.
- 6) Herdiani, R. (2024). *Hubungan Disiplin Kerja Dengan Produktivitas Kerja Pegawai di Puskesmas Pegayut Kabupaten Ogan Ilir*. 481–486.
- 7) Ichan, A. C., & Valentino, N. (2025). *Analisis Kinerja Pengelolaan Hutan Pada Balai KPH Toffo Pajo Soromandi*. 4(2), 1405–1414.
- 8) Mardiansyah, A., Tinggi, S., Ekonomi, I., & Bima, S. (2023). *Pengaruh Motivasi Kerja Terhadap Produktivitas Kerja Karyawan Pada Bolly Departement Store Woha*. 1(4), 219–230.
- 9) Nabila Putri Fachrianda dan Nuridin. (2023). *TERHADAP PRODUKTIVITS KERJA KARYAWAN*. 11(2).
- 10) Nurfitriani. (2023). *Pengaruh Pendidikan dan Pelatihan terhadap Produktivitas Kerja Karyawan Pada Bank Syariah Indonesia KCP Majene*. 21(1), 62–72.
- 11) Puteri, T. K., & Tj., H. W. (2024). *Pengaruh Motivasi Kerja dan Lingkungan Kerja terhadap Produktivitas Kerja Karyawan Bank XY*. 2, 1–8.
- 12) Puteri, T. K., & Tj, H. W. (2016). *LINGKUNGAN KERJA TERHADAP KINERJA KARYAWAN PT INPLASCO PRIMA SURYA*. 16(1).
- 13) Refi, M. Z., & Amin, M. (2025). *Pengaruh Pendidikan dan Pelatihan (Diklat) terhadap Kinerja Karyawan pada PT . Teknik Bayu Murni , Jakarta*. 8(4), 1234–1240.
- 14) Sondakh, L., Masloman, I., Studi, P., Pembangunan, E., & Ratulangi, U. S. (2024). *Jurnal Berkala Ilmiah Efisiensi Volume 24 No . 1 Januari 2024 PENGARUH JUMLAH PENDUDUK , ANGKATAN KERJA DAN TINGKAT PENDIDIKAN Jurnal Berkala Ilmiah Efisiensi Volume 24 No . 1 Januari 2024*. 24(1), 1–12.
- 15) Syahputra, R., Podungge, R., & Bokingo, A. H. (2022). *Pengaruh Lingkungan Kerja Terhadap Produktivitas Kerja Pegawai Di Dinas Perumahan Rakyat Dan Kawasan Permukiman Kota Gorontalo*. 4(3), 1–6.
- 16) Ziddan Abdillah Ahmad Fauzy. (2024). *Analisis Faktor yang Mempengaruhi Produktivitas Kerja Karyawan di Perusahaan Holding PT Bukit Energi Investama : Studi Anak Perusahaan PT Bukit Energi Servis Terpadu*.



There is an Open Access article, distributed under the term of the Creative Commons Attribution – Non Commercial 4.0 International (CC BY-NC 4.0)

(<https://creativecommons.org/licenses/by-nc/4.0/>), which permits remixing, adapting and building upon the work for non-commercial use, provided the original work is properly cited.