



Determinants of Employee Work Productivity in UMKM Malang

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ABSTRACT

The domino effect of the post-pandemic period is that many MSME actors who were previously successful have collapsed and even closed, on the other hand from the 2019-2021 Covid-19 pandemic, new MSME actors have grown, even to the point where they immediately opened many branches everywhere. To make MSMEs survive and be able to survive, MSME actors and their employees must remain productive. Every MSME will experience high levels of productivity maintained by disciplined team members. The effect of work discipline is having a strong work ethic will be able to carry out their duties as effectively and efficiently as possible, so that the MSME business can achieve its productivity goals. In addition, the work environment is very important for the MSME business strategy because it functions as a location where employees carry out their daily work activities. In MSME work productivity, motivation is often described as supporting productivity. This study aims to complete the gaps in previous studies by conducting a comprehensive study of the factors that increase the work productivity of MSMEs in Malang Raya which are influenced by work ethic, work motivation, work discipline and work environment. Researchers are motivated to do this research because the work productivity of MSMEs will have a positive impact on the growth of MSMEs. Quantitative research with explanatory research. X1 work discipline, X2 work ethic, X3 Work motivation, X4 Work environment, affecting the dependent variable Y Work productivity of MSME entrepreneurs in Malang Raya. The sample in this study amounted to 198 MSME owners in Malang Raya. The

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indication of each variable was adapted from relevant previous research. Data collection uses a questionnaire issued by MSME owners. Data analysis used SPSS for Windows 15. The results showed that work discipline (X1) had a significant effect on MSME work productivity. (2) work motivation (X2) has a significant effect on work productivity (3) work ethic (X3) has a significant effect on work productivity (4) work environment (X4) has a significant effect on work productivity.(5) simultaneous (X1) work discipline, (X2) work motivation, (X3) work ethic, (X4) work environment has a significant effect on Y work productivity.

Keywords: *Work Discipline, Work Motivation, Work Ethic, Work Environment, Work Productivity And MSMEs*

INTRODUCTION

There were several economic sectors, both domestic and international, which slumped after the announcement of Covid-19. This is in line with the results of research by Setyawati et al., (2022) that the impact of the pandemic was most felt by the small and developing economic sector or MSMEs. Every MSME will experience several levels of turmoil. Many UKM players who were previously successful have slumped and even closed, on the contrary from the 2019-2021 Covid-19 pandemic, new MSME players have grown, even to the point where they immediately opened many branches everywhere. To make MSMEs survive and be able to survive, MSME actors and their employees must remain productive. Work productivity in an MSME is an issue that is always hot and endless to discuss (Kompensasi et al., 2019; Ruli & Kristanto, 2021; Sama et al., 2018; Shiyal et al., 2019). This was also conveyed by Ma & Ye, (2019) and Setyowati et al., (2017) stating that problems related to productivity are also strategic issues for companies that program human resource issues. Many internal and external aspects support the creation of effective and efficient work productivity within a company. Especially when it is associated with the current problem of globalization whose impact we are feeling.

Productivity in the workplace is very important for organizations or businesses to assess employee abilities, monitor their work, and provide information on matters relating to employees. Meanwhile, according to Liana, (2020); and Nayak et al., (2022) Work productivity is a performance measure that deviates from applicable standards. Productivity has important characteristics that can be used to increase productivity or make changes in a more profitable direction to achieve company goals. The performance achieved within a certain time adopts



the success or failure of carrying out individual tasks in an organization (Abdul Basit et al., 2018; Kanapathipillai & Mahbob, 2021). Judging from some of these statements, it can be concluded that productivity in the workplace is a process that operates within an organization while using its human resources, with the aim of advancing the goals and objectives of MSME business operations and the core values of the organization.

Furthermore Alam et al., (2018); and Sutrisno & Sunarsi, (2019) stated that employee productivity is quite important, because it allows businesses to provide the goods that customers need at the right time, enabling them to achieve their goals. There are several factors that can increase the productivity of employees at work including their own work discipline, their motivation or lack thereof, their attitude towards their work, and their interaction with their work environment, where daily tasks take place (Abdul Basit et al., 2018; Delmas & Pekovic, 2018; Iskandar, 2018; Luh Sri Kumbadewi, I Wayan Suwendra, 2016; Suartina et al., 2019). Every employee who has a strong work ethic, motivation and enthusiasm will be able to carry out their duties as effectively and efficiently as possible, so that the company can achieve its productivity goals. According to Kanapathipillai & Mahbob, (2021) work ethic is a type of positive workforce that is based on basic beliefs, strong awareness, and absolute commitment to an integral workforce paradigm. These are examples of factors that affect worker productivity in the workplace; However, worker productivity is also influenced by factors originating from within the organization, such as the work environment (Adha et al., 2019; Tyas & Sunuharyo, 2018; Yantika et al., 2018).

The work environment is very important for the MSME business strategy because it functions as a location where employees carry out their daily work activities. Companies with a healthy and productive work environment are expected to provide their employees with a healthy work environment, enabling them to be more productive automatically, and enabling the company to achieve its goals. According to Hustia, (2020) the work environment is a collection of all available resources and materials, including the environment in which a person works, the work techniques used, and the rules that apply whether a person is an individual or a group.

In MSME work productivity, motivation is often described as a bad thing that causes a person to need a job to fulfill his needs or desires. The phrase "the word motivation" itself comes from the word "motivation" which can be used to describe a person's inner drive to persist in a challenging endeavor to achieve certain goals that will benefit them in the long term

(By, 2021; Crosby & Bryson, 2018). If a leader encourages a person or group of people to work hard so that they have good work motivation, then the leader must work to instill the most pressing needs of that person in them so that they are more willing to work towards the goals that have been set. arrange. When a leader inspires employees to have strong work motivation, the leader is likely already working hard to identify and address the pressing needs in the workplace so that everyone is aligned with company goals. If leaders have knowledge about the factors that affect a person's work motivation, they must then talk about what can be done as a goal in an effort to increase work motivation below (Bhaduri, 2019; Leithwood et al., 2020). Furthermore, motivation is part of what one of the company's executives does to the CEO when launching a particular organization or business. According to Jufrizen & Sitorus, (2021); and Kusumasari, (2022) Motivation is an encouragement that comes from within an employee to achieve the goal of increasing work performance. Employees with strong motivation can carry out their duties regardless of the type of work delegated (Oblivia & Indriyani, 2013; Sulastri, 2007). There are still wrong work results that have a negative and bad impact on employee performance or for MSMEs, especially in improving quality and progress which is reminded by MSME businesses.

Every MSME will experience high levels of productivity maintained by disciplined team members. According to Cahya et al., (2021); and Caissar et al., (2022) there are individuals in MSME organizations who have a strong commitment to upholding disciplinary standards in all aspects of their work. This shows the importance of having a strong sense of discipline in organizations in general. Work discipline is something that must always be considered (Alfian & Afrial, 2020; Hustia, 2020; Sipahelut et al., 2021). The Team's safety depends on its ability to understand applicable laws. Regulations are urgently needed to provide guidance and support for those working to create a positive disciplinary culture within MSME organizations (Alfian & Afrial, 2020; Hustia, 2020). In addition, MSMEs themselves must make every effort to ensure that these laws are clearly stated, understandable, and apply to every employee.

In line with the statement above, Niati et al., (2021) states that a person's discipline is his commitment to uphold the rules and regulations of the organization where he works. Discipline is very detrimental to the success of MSMEs in the long term because it becomes a model of behavior that must be followed by individuals in carrying out tasks to achieve a goal. More discipline leads to greater productivity in Team work. Kusumasari, (2022); Yantika et al., (2018) further states that MSME work discipline is a different entity, with behavior that is carried out steadfastly without flinching or hesitating to comply with pre-agreed rules, whether



firm or not. Following up on this, Arif et al., (2020); and Salim & Ernanda, (2023) suggest using management tools to provide certainty about the implementation of standard organizational procedures. This course focuses on fostering and increasing understanding of the attitudes and talents of participants so that they are better prepared to work together and successfully implement MSMEs. Discipline related to discipline like that really hinders the progress of MSMEs. From the several statements above, it can be concluded that discipline continues to decline in relation to the longevity and productivity of MSMEs.

Based on the background and previous research as described, this research aims to complete the gaps in previous studies by conducting a comprehensive study of the factors that increase the work productivity of MSMEs in Malang Raya which are influenced by work ethic, work motivation, work discipline and work environment. . Researchers are motivated to do this research because the work productivity of MSMEs will have a positive impact on the growth of MSMEs. This research contributes to three things, the first is to provide information about the performance of MSME student teams. To increase the number of MSME actors, both parties provide prices to the government. Third, improve the mindset of the leadership attitude of MSME employees in Malang Raya.

LITERATURE REVIEW

MSME

In the Law of the Republic of Indonesia no. 20 of 2008 concerning MSMEs, there is a definition of MSMEs in Indonesia. According to Article 1 of the relevant law, what is meant by microeconomic planning is productive work carried out by foreigners and/or organizations that meet the planning criteria as specified in the relevant law. Small businesses are defined as businesses that run on internal economic principles and are launched by independent contractors or subcontractors. Not a business started by an elderly person or a large business that has met the minimum requirements for a small business as specified in a binding agreement. In contrast, microeconomic planning is economic activity carried out independently by persons or organizations who are not part of the business itself, such as employees or business managers, and who meet the criteria for microeconomic planning as set out in a legal agreement. In the law mentioned above, the criteria used to define MSMEs as stated in the article are "net worth" or asset values that do not include land and buildings for business premises and the results of discussions towards the end of the year. With the following criteria:

- a) Micro Enterprises are business units that have assets of a maximum of Rp. 50 million excluding land and buildings for business premises with annual sales of a maximum of Rp. 300 million.
- b) Small business with an asset value of more than Rp. 50 million up to a maximum of Rp. 500 million excluding land and buildings where the business has annual sales of more than Rp. 300 million up to a maximum of Rp. 2,500,000, and
- c) Medium business is a company with a net worth of more than IDR 500 million up to a maximum of IDR 100 billion with annual sales of more than IDR 2.5 billion up to a maximum of IDR 50 billion.

Strong and independent Micro, Small and Medium Enterprises (MSMEs) that have high competitiveness and play a major role in the production and distribution of basic, raw needs, as well as capital for free competition are the goals they want to buy. Companies or business entities in all sectors run MSMEs. The definition of micro, small, medium and large businesses depends on the value of the initial assets excluding land and buildings, annual turnover or permanent work. The definition of MSMEs varies from country to country. Easily compare the needs of national MSMEs. Small and Medium Enterprises (SMEs) consist of types of small businesses that have a maximum net worth of Rp. 200 million without land and buildings for business premises or stand-alone businesses. "Economic activities of the small people with expanded business fields," said RI Presidential Decree no. 99 1998.

Work ethic

Work ethic is the totality of his personality and his way of expressing, perceiving, believing and giving meaning to something, which encourages him to act and achieve optimal charity so that the relationship pattern between humans and himself and between humans and other creatures can be well established (Saleh & Utomo , 2018; Yantika et al., 2018). So, the work ethic can be interpreted as a doctrine about work that is believed by a person or group of people as good and right which manifests itself in a special way in their work behavior. Many other figures state the definition of work ethic. One of them is Jufrizen & Sitorus, (2021) which states work ethic as work enthusiasm based on certain values or norms. This is in accordance with the opinion of Kusumasari, (2022); and Yunita Sari, Noviansyah, (2018) which states that work ethic is a work spirit that is owned by the community to be able to work better in order to obtain the value of their lives. Work ethic determines human judgment that is embodied in a job.

From the statement above, it can be concluded that the work ethic leads to a positive attitude towards work. This means that someone who enjoys his work has a greater work ethic



than someone who does not enjoy his job. The same view was also put forward by Astuti et al., (2019) which stated that work ethic is a view and attitude of a nation or a people toward work. If that view and attitude sees work as something noble for human existence, then the work ethic will be high. Conversely, if you see work as something that is meaningless for human life, especially if there are absolutely no views and attitudes towards work, then the work ethic will naturally be low.

Work environment

The work environment in an MSME business needs to be considered, this is because the environment has a direct influence on employees. A conducive work environment can improve employee performance and vice versa, an inadequate work environment can reduce employee performance. The condition of the work environment is said to be good if humans can carry out activities optimally, healthy, safe and comfortable. The suitability of the work environment can be seen as a result in the long term (Adha et al., 2019; Tyas & Sunuharyo, 2018; Yantika et al., 2018). An unfavorable work environment can demand more labor and time and does not support an efficient work system design. According to Saleh & Utomo, (2018) the environment is institutions or outside forces that have the potential to affect organizational performance, the environment is formulated into two, namely the general environment and the special environment. The general environment is everything outside the organization that has the potential to influence the organization. This environment is in the form of social conditions and technology. While the special environment is part of the environment that is directly related to the achievement of the goals of an organization. From the statement above, it can be concluded that the work environment is a series of factors that influence the performance of human resource management functions/activities which consist of internal factors originating from within the organization that have an impact on MSME business productivity.

Motivation

Meanwhile, according to Jufrizen, (2018); Saleh & Utomo, (2018); Susanto, (2019) motivation questions how to encourage subordinates' work enthusiasm, so they want to work hard by giving all their abilities and skills to realize company goals. Meanwhile, according to Adha et al., (2019); and Sulastri, (2007) motivation as a process that plays a role in the intensity, direction, and duration of individual efforts towards achieving goals. Furthermore, according to Aldi & Susanti, (2019); Jufrizen & Sitorus, (2021) motivation is a set of attitudes and values

that influence individuals to achieve specific things according to individual goals. Diana et al., (2020) also explained that motivation is a change in energy within a person which is marked by the appearance of feeling and is preceded by a response to a goal. Based on several expert opinions regarding the notion of motivation, it can be concluded that motivation is the overall driving force within employees/employees that generates, ensures continuity, and provides direction in work. So that the expected goals can be achieved properly and optimally.

Work Discipline

According to Farisi, (2021) the owner uses discipline to communicate with employees so that they are ready to change behavior and increase their knowledge and willingness to follow all company and social rules. Caissar et al., (2022) defines discipline as knowledge and willingness to follow all laws and social norms. Consciousness is a person who follows all the rules and understands his responsibility. Willingness is a person's attitude, behavior, and actions in accordance with regulations, whether written or not (Alfian & Afrial, 2020; Cahya et al., 2021; Hustia, 2020; Sipahelut et al., 2021). Meanwhile, Kusumasari, (2022) work discipline is a mental attitude that is reflected in the level of action or behavior in the form of obedience and adherence to the rules and regulations set either by the government or the ethics, norms and rules that apply in the environment or organization.

Arif et al., (2020) defines discipline as a person's willingness and ability to follow all local regulations. Based on the description above, it can be concluded that discipline is a form of employee action and contribution to business place policies and social norms. Workplace discipline is a positive attitude towards rules and discipline in MSME actors.

Work productivity

Productivity in the workplace is very important for organizations or businesses to assess employee abilities, monitor their work, and provide information on matters relating to employees. Meanwhile, according to Liana, (2020); and Nayak et al., (2022) Work productivity is a performance measure that deviates from applicable standards. Productivity has important characteristics that can be used to increase productivity or make changes in a more profitable direction to achieve company goals. The performance achieved in a certain time adopts the success or failure of carrying out individual tasks in an organization (Abdul Basit et al., 2018; Kanapathipillai & Mahbob, 2021). Judging from some of these statements, it can be concluded that productivity in the workplace is a process that operates within an organization while using its human resources, with the aim of advancing the goals and objectives of MSME business operations and the core values of the organization. Furthermore Alam et al., (2018); and Sutrisno & Sunarsi, (2019) stated that employee productivity is quite important, because it



allows businesses to provide the goods that customers need at the right time, allowing them to achieve their goals.

METHODS

This type of research is quantitative research with explanatory research methods. By measuring the influence of the relationship between variables X on Y, the independent variables X1 Work Discipline, X2 Work Motivation, X3 Work Ethics, and X4 Work Environment to influence the dependent variable Y Work Productivity in UMKM business actors throughout Malang Raya. In this research, 198 MSME owners were the samples of the research. The indicators for each variable in this study were adapted from various relevant previous studies, as follows X1 Work Discipline: (1) Frequency of attendance, (2) Level of alertness, (3) Compliance with work standards, (4) Observance of work regulations, (5) Work Ethics. X2 Work motivation: (1) performance (2) rewards (3) development (4) involvement and opportunity. X3 Work ethic: (1) High morale (2) disciplined (3) diligent and serious (4) maintaining dignity and honor. X4 work environment: (1) Air temperature, (2) noise (3) lighting (4) color and space (5) security and employee relations. While the variable Y work productivity: (1) quantity of work (2) quality of work (3) timeliness of completion of a job (4) cooperative attitude. The data collection used in this study was through questionnaires, instrument sheets, questions from the description of the indicators proposed to each MSME owner. Data analysis techniques in this study used descriptive statistics using the Statistical Product Service Solution (SPSS) for Windows version 15 program.

RESULT AND DISCUSSION

Respondents to this study were business actors who were involved in micro-enterprises in Malang Raya using research respondents with the following profile criteria: (1) Micro-business actors domiciled / run their business in Malang Raya (2) The composition of micro-business respondents 80% is engaged in business food and 10% accessories. The remaining 10% mix. (3) The minimum age of the respondent is 20 years. From the research data, there were 198 respondents, it was found that 132 male respondents (72%) and 36 female respondents (28%). So it can be concluded that the perpetrators of UKM Malang Raya according to the criteria are mostly men.

Table. 1 Validity Test Results

Research variable	Statement Items	r count	r- table	Sig	Information
Work Discipline (X_1)	X1.1	0,815	0,242	0,05	Valid
	X1.2	0,826	0,242	0,05	Valid
	X1.3	0,864	0,242	0,05	Valid
	X1.4	0,811	0,242	0,05	Valid
	X1.5	0,831	0,242	0,05	Valid
Work motivation(X_2)	X2.1	0,795	0,242	0,05	Valid
	X2.2	0,753	0,242	0,05	Valid
	X2.3	0,646	0,242	0,05	Valid
	X2.4	0,626	0,242	0,05	Valid
	X2.5	0,825	0,242	0,05	Valid
Work ethic (X_3)	X3.1	0,840	0,242	0,05	Valid
	X3.2	0,752	0,242	0,05	Valid
	X3.3	0,863	0,242	0,05	Valid
	X3.4	0,841	0,242	0,05	Valid
	X3.5	0,802	0,242	0,05	Valid
Work environment (X_4)	X4.1	0,368	0,242	0,05	Valid
	X4.2	0,596	0,242	0,05	Valid
	X4.3	0,715	0,242	0,05	Valid
	X4.4	0,771	0,242	0,05	Valid
	X4.5	0,778	0,242	0,05	Valid
Work productivity (Y)	Y1.1	0,808	0,242	0,05	Valid
	Y1.2	0,889	0,242	0,05	Valid
	Y1.3	0,895	0,242	0,05	Valid
	Y1.4	0,752	0,242	0,05	Valid

Source: Processed primary data, 2023

From the table above it can be seen that of the five variables used in this study, there are 24 statement items that have a correlation coefficient value (r count) that is greater than the critical value (r table), which means that each statement item in each of these variables is Valid. As for how to obtain the r table value is $df = n-2$, then $66-2 = 64$, then the number 64 is searched for the value in the r table, and the r table value is 0.242.



Table. 2 Reliability Test

Research variable	Cronbach's Alpha	Alpha Comparison	Information
Work Discipline (X1)	0.886	0.60	Reliabel
Work motivation (X2)	0.775	0.60	Reliabel
Work ethic (X3)	0.879	0.60	Reliabel
Work environment (X4)	0.661	0.60	Reliabel
Work productivity (Y)	0.853	0.60	Reliabel

Source: Processed primary data, 2023

From the above it can be seen that all instruments (research variables) used in this study are declared reliable, because the Cronbach's Alpha value of each variable is greater than the comparison Alpha. Therefore, it can be concluded that all variables in this study can be trusted and have good measurement consistency so that they can continue to be used for further research.

Table. 3 Multiple linear regression analysis

Model	Unstandardized coefficients		Standardized Coefficients	T	Sig
	B	Std.Error	Beta		
(constant) work	3.495	2.109		1.657	-103
discipline work	-151	-085	-.226	1.767	-.082
motivation work ethic	-.325	-.065	-.533	5.047	-.000
work environment	-.122	-.089	-.173	1.375	-.174
	-.020	-.074	-.029	-.267	-.790

Source: Processed primary data, 2023

Based on the table above, it can be written in the form of multiple linear regression equations as follows:

$$Y = 3,495 + 0,151 X1 + 0,325 X2 + 0,122 X3 - 0,020 X4$$

From the regression equation above, several things can be interpreted, namely:

Constant Value ()

The constant () is 3.495 and has a positive direction, meaning that if the variables of work discipline (X1), work motivation (X2), work ethic (X3) and work environment (X4) are ignored or equal to 0, then this number shows the value of work productivity. employees (Y) of 3.495.

Work Discipline Variable Regression Coefficient Value (b1)

The regression coefficient of the Work Discipline variable (X1) is 0.151; meaning that if Work Discipline increases by 1 unit, then Employee Productivity (Y) will increase by 0.151 units assuming other variables are considered fixed or *ceteris paribus*. The coefficient is positive between Work Discipline and Employee Productivity, the higher the level of employee discipline, the higher the productivity will be.

Work Motivation Variable Regression Coefficient Value (b2)

The regression coefficient of the Work Motivation variable (X2) is 0.325; meaning that if work motivation increases by 1 unit, then employee productivity (Y) will increase by 0.325 units assuming that other variables are considered fixed or *ceteris paribus*. The coefficient is positive between work motivation and employee productivity, the higher the employee motivation at work, the higher the work productivity produced by the employee.

Work Ethic Variable Regression Coefficient Value (b3)

Work Ethics variable regression coefficient (X3) of 0.122; meaning that if the work ethic has increased by 1 unit, then the Employee Productivity (Y) will have increased by 0.122 units assuming that other variables are considered fixed or *ceteris paribus*. The coefficient is positive between work ethic and employee work productivity, the higher the employee work ethic, the higher the productivity will be.

Work Environment Variable Regression Coefficient Value (b4)

The regression coefficient of the Work Environment variable (X4) is (-0.020); meaning that if the Work Environment increases by 1 unit, then Employee Productivity (Y) will decrease by 0.020 units assuming other variables are considered fixed or *ceteris paribus*. The coefficient is negative between the work environment and employee productivity, the higher the work environment, the lower the productivity.

Multicollinearity Test

This test aims to detect the presence or absence of multicollinearity by using the tolerance value and variance inflation factor (VIF). A low tolerance value is the same as a high VIF value (because $VIF = 1/Tolerance$). The cut off value that is commonly used to indicate the level of multicollinearity is the tolerance value 0.10 or the same as the value 10.



Table. 4 Multicollinearity Test

Model	B	Std	Beta	t	Sig	Tolerance	VIF
work	-1.217	1.247		-976	-331		
motivation	-275	-042	-523	6.605	-000	-339	2.953
Work discipline	-336	-073	-366	4.625	-000	-339	2.953

Source: Processed primary data, 2023

Table. 5 Heteroscedasticity Test

Model	Unstandardized Coefficients		Standardized Coefficients		t	Sig.
	B	Std. Error	Beta			
(Constant)	1.461		-773		1.889	.061
1 Motivation Work						
1 Discipline Work						

Source: Processed primary data, 2023

Based on the output above, it can be concluded: In the work motivation variable, the value of t count is 6,605 > t table 1,656 with a significant 0.000 <0.05) so it can be said that there is an effect of work motivation on employee productivity. In the Discipline variable, the value of t count is 4,625 > t table 1,656 with a significance of 0.000 <0.05) thus the work discipline variable affects employee work productivity Statistical test f (simultaneous test)

Table.6 Statistical test f (simultaneous test)

Model	Sum of squares	Df	Mean square	F	Sig
1 Regression	867.344	2	433.672	169.330	-000 ^b
On Residual	340.627	133	2.561		
Total	1207.971	135			

Source: Processed primary data, 2023

Based on the results of the SPSS output, it is known that the calculated f value is 169,330 > f table 3.10 and a significant level of 0.000 <0.05 means that the variables of work motivation and work discipline have a simultaneous effect on work productivity.

Table. 7 Coefficient of determination test (R2)

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	-.847 ^a	.718	-.714	1.600	2.027

Source: Processed primary data, 2023

From the test results above, the value obtained is R square, which is 71.4%, meaning that the variables of motivation and work discipline affect the work productivity variable by 0.714 (71.4%) while the remaining 28.6% is influenced by other variables.

CONCLUSION AND SUGGESTION

From the several comprehensive studies above, the researcher will put forward overall conclusions, accompanied by suggestions that can be used as material for consideration, as follows (1) From the results of the study, it can be seen that work discipline (X1) has a significant effect on MSME work productivity. (2) From the research results it can be seen partially that work motivation (X2) has a significant effect on work productivity (3) From the research results it can be seen partially that work ethic (X3) has a significant effect on work productivity (4) From the research results it can be known partially work environment (X4) has a significant effect on work productivity. (5) From the results of the study it can be seen simultaneously (X1, X2, X3, X4) have a significant effect on Y work productivity. Meanwhile, the researchers' recommendations: (1) MSME actors must provide more motivational encouragement and provide more disciplinary rules for their employees so they can develop employee job skills expertise can maximize the productivity that the company wants (2) MSMEs are more able to motivate employees with existing indicators so that employees can increase their productivity so that they can achieve the desired business goals (3) MSME actors pay more attention to employee discipline so that employees do not experience a decrease in work productivity, thus affecting employee work productivity (4) Companies are advised to provide more equal treatment, create a comfortable and conducive work atmosphere, provide appropriate information, respect differences of opinion so that employees feel motivated and respected work discipline that is implemented better so that they are able to carry out work and increase productivity expected by MSMEs.



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