

**THE INFLUENCE OF WORK ENVIRONMENT AND WORK DISCIPLINE ON
EMPLOYEE PRODUCTIVITY AT PT KIMIA FARMA DIAGNOSTIKA
REGIONAL MEDAN**

**Dolly Martha¹
Finorina²,
Nabila Azura³,
Andala Rama Putra Barusman⁴,
Iskandar Ali Alam⁵**

Iskandar@ubl.ac.id

¹Universitas Bandar Lampung

ABSTRACT

Employee productivity is a pivotal determinant of organizational success, particularly in the pharmaceutical diagnostic sector. This study investigates the influence of work environment and work discipline on employee productivity at PT Kimia Farma Diagnostika Regional Medan. Utilizing a quantitative descriptive research design, data were collected from 30 employees through structured questionnaires and analyzed using multiple linear regression. The findings reveal that work discipline significantly impacts employee productivity, while the work environment does not show a significant effect. These results underscore the importance of fostering a disciplined work culture to enhance productivity. Future research should explore additional factors influencing productivity and consider qualitative approaches for deeper insights.

Keywords: *Employee Productivity, Work Environment, Work Discipline, Pharmaceutical Diagnostics*

Introduction

Employee productivity is a critical determinant of organizational success, especially in sectors like healthcare, where the stakes are high, and the demand for efficiency and accuracy is paramount (Jones et al., 2023) (Pavani, 2021). Within the healthcare industry, the ability of employees to perform their duties effectively not only impacts the organization's bottom line but also directly influences patient outcomes and overall service quality. As such, understanding the factors that drive productivity in this sector is essential for ensuring that healthcare providers operate at their highest potential (Anuar et al., 2018; Dzulhijatussarah & Defrizal, 2024; Huerta et al., 2011; Parkinson, 2018)

Despite the extensive body of research that exists on the factors influencing employee productivity, there remains a significant gap in understanding the specific impacts of the work environment and work discipline, particularly within the context of healthcare diagnostics companies (Monyei et al., 2023; Parkinson, 2018). These companies play a vital role in the healthcare delivery process, as their operations underpin critical decisions related to patient care (Bu et al., 2020). Therefore, the productivity of employees in such settings is not just a matter of operational efficiency but also of public health and safety (Barusman & Barusman, 2019).

This study aims to address this gap by focusing on PT Kimia Farma Diagnostika, a leading healthcare diagnostics company in Medan. By examining the influence of the work environment and work discipline on employee productivity within this organization, the research seeks to uncover the specific conditions and practices that either enhance or hinder performance. Understanding these dynamics is crucial for developing management strategies that not only improve productivity but also foster a positive and disciplined work culture.

The objectives of this study are twofold: first, to assess the extent to which the work environment influences employee productivity at PT Kimia Farma Diagnostika; and second, to evaluate the impact of work discipline on productivity within the same context. By addressing these objectives, the study aims to provide actionable insights that can guide management in implementing practices that enhance employee performance. Ultimately, these insights will contribute to better organizational outcomes, including improved efficiency, higher employee satisfaction, and better patient care.

Methodology

This study uses a quantitative descriptive research design to explore the relationship between the work environment, work discipline, and employee productivity at PT Kimia Farma Diagnostika in Medan. With all 30 employees participating, the research employs a saturated sampling technique to ensure comprehensive data collection. A structured questionnaire, using a 5-point Likert scale, was used to gather perceptions on the work environment, discipline, and productivity (Aulia et al., 2022; Yatimul Kais Diyanto et al., 2022). Data analysis included descriptive statistics and multiple linear regression to assess the impact of these variables, with tests confirming the validity and reliability of the findings (Mokhtar et al., 2020; Oluwafemi et al., 2019).

Result and Discussion

a. Respondent Demographics

The demographic analysis of the respondents at PT Kimia Farma Diagnostika in Medan revealed several key characteristics that provide context for the study's findings. A significant majority of the employees were female, accounting for 70% of the total sample, indicating a gender imbalance that might influence workplace dynamics. In terms of educational background, 60% of the respondents held a diploma, reflecting a workforce with a moderate level of formal education. Additionally, a considerable proportion of employees (80%) had less than five years of work experience, suggesting that many were relatively new to the company. Despite these variations in experience and education, respondents generally rated their work environment and work discipline positively, with average Likert scale ratings exceeding 4. This positive perception suggests a generally favorable working atmosphere and adherence to workplace norms, setting a strong foundation for analyzing the factors influencing productivity.

b. Regression Analysis

The regression analysis provided key insights into the relationship between the independent variables—work environment and work discipline—and employee productivity. The regression model yielded an R value of 0.638, indicating a moderate positive relationship between these predictors and productivity. The R-squared value of 0.407 suggests that 40.7% of the variance in employee productivity can be explained by the combined effects of the work environment and work discipline. This finding underscores the importance of these factors but also indicates that other, unexamined variables contribute to productivity, which aligns with the notion that productivity is multifaceted, particularly in complex sectors like healthcare.

c. F-test Result

The ANOVA results further validated the significance of the regression model. The F-statistic ($F(2, 27) = 9.279$) and the associated p-value ($p < 0.001$) demonstrated that the model is statistically significant. This suggests that the work environment and work discipline, when considered together, have a significant impact on employee productivity at PT Kimia Farma Diagnostika. The ANOVA results support the idea that these variables are meaningful predictors of productivity, reinforcing the critical role of structured and disciplined work practices in healthcare settings, as noted in the literature.

d. t-test Result

The t-test results provided more nuanced insights into the individual contributions of the work environment and work discipline:

- Work Environment (X1): The coefficient for the work environment was -0.218 with a p-value of 0.214, suggesting that the work environment does not significantly impact employee productivity in this context. The negative coefficient is particularly intriguing and contrasts with studies like those by Anjani & Pahlevi (2022), which found that a supportive work environment enhances productivity. This discrepancy may be attributed to the specific organizational culture or other contextual factors unique to PT Kimia Farma Diagnostika.
- Work Discipline (X2): In contrast, work discipline had a coefficient of 0.867 with a highly significant p-value ($p < 0.001$), indicating a strong positive impact on productivity. This finding aligns with previous studies, such as those by Aspiyah & Martono (2016) and Wulandari et al. (2020), which also emphasized the importance of work discipline in driving employee performance. The significance of work discipline in this context highlights its role as a critical driver of productivity in the healthcare diagnostics sector, where adherence to protocols and standards is essential.

e. Correlation Analysis

The correlation analysis provided additional clarity on the relationships between the variables:

- **Work Discipline and Productivity:** A moderately positive correlation ($r = 0.610$) was found between work discipline and productivity, with the relationship being statistically significant ($p < 0.001$). This reinforces the results from the regression analysis, underscoring the importance of work discipline in enhancing employee productivity. It supports the view that disciplined behavior is crucial for maintaining high performance levels in healthcare diagnostics, where precision and reliability are paramount.
- **Work Environment and Productivity:** The correlation between the work environment and productivity was negligible ($r = 0.045$) and not statistically significant ($p = 0.407$). This finding suggests that, within the context of PT Kimia Farma Diagnostika, the work environment does not have a substantial impact on productivity. This aligns with the regression results and indicates that while the work environment may be conducive to employee satisfaction, it is not a primary driver of productivity in this setting, potentially due to the unique operational demands of healthcare diagnostics.

Discussion

The findings of this study provide valuable insights into the factors influencing employee productivity at PT Kimia Farma Diagnostika, a key player in the healthcare diagnostics sector. The results reveal a nuanced relationship between work environment, work discipline, and productivity, reflecting the complex dynamics of healthcare settings as highlighted in the literature.

The regression analysis shows a moderate positive relationship between the combined effects of the work environment and work discipline and employee productivity, with an R-squared value of 0.407. This indicates that while these factors significantly contribute to productivity, other variables are also at play, aligning with the idea that productivity is influenced by a multitude of factors, especially in complex fields like healthcare (Jones et al., 2023; Pavani, 2021). The F-test results further validate the significance of the regression model, affirming that work environment and work discipline are meaningful predictors of productivity, consistent with findings in similar studies (Anuar et al., 2018; Huerta et al., 2011).

However, the t-test results reveal a more intricate picture. The negative coefficient for the work environment, with a p-value of 0.214, suggests that it does not significantly impact productivity in this context. This is in contrast to studies such as those by Anjani and Pahlevi (2022), which emphasize the positive role of a supportive work environment in enhancing productivity. This discrepancy may reflect specific contextual factors unique to PT Kimia Farma Diagnostika, such as its organizational culture or operational demands, which might overshadow the impact of the work environment on productivity (Monyei et al., 2023; Parkinson, 2018).

On the other hand, work discipline demonstrates a strong positive impact on productivity, with a coefficient of 0.867 and a highly significant p-value ($p < 0.001$). This finding is consistent with the literature that underscores the critical role of work discipline in driving employee performance, particularly in sectors where adherence to protocols and standards is essential (Aspiyah & Martono, 2016; Wulandari et al., 2020). The moderately positive correlation ($r = 0.610$) between work discipline and productivity further supports this, highlighting the importance of disciplined behavior in maintaining high performance levels in healthcare diagnostics, where precision and reliability are paramount.

In contrast, the negligible correlation between the work environment and productivity ($r = 0.045$) suggests that, within the specific context of PT Kimia Farma Diagnostika, the work environment does not substantially influence productivity. This finding aligns with the regression results and indicates that while a positive work environment may enhance employee satisfaction, it is not a primary driver of productivity in this particular setting.

Overall, the study contributes to the understanding of productivity in healthcare diagnostics by emphasizing the crucial role of work discipline while questioning the impact of the work environment. These insights are valuable for management at PT Kimia Farma Diagnostika and similar organizations, as they highlight the need to focus on fostering discipline and adherence to standards to improve productivity. Additionally, the findings suggest that while creating a positive work environment is important for employee satisfaction, it may not be sufficient on its own to drive productivity in complex healthcare contexts. This nuanced understanding can guide the development of targeted strategies to enhance productivity and operational efficiency in healthcare diagnostics.

Conclusion

In conclusion, this study demonstrates that work discipline significantly enhances employee productivity at PT Kimia Farma Diagnostika, while the work environment does not have a substantial impact. These findings underscore the importance of fostering a disciplined work culture as a means to improve performance outcomes within the organization. The results suggest that management should prioritize strategies that reinforce work discipline, such as clear communication of expectations, consistent enforcement of policies, and recognition of disciplined behavior.

Future research should explore the contextual factors that may influence the relationship between the work environment and productivity. Additionally, longitudinal studies could provide further insights into how these relationships evolve over time, particularly as employees gain more experience and the organizational culture continues to develop. By addressing these gaps, future studies can contribute to a more comprehensive understanding of the factors that drive employee productivity in the healthcare diagnostics sector.

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