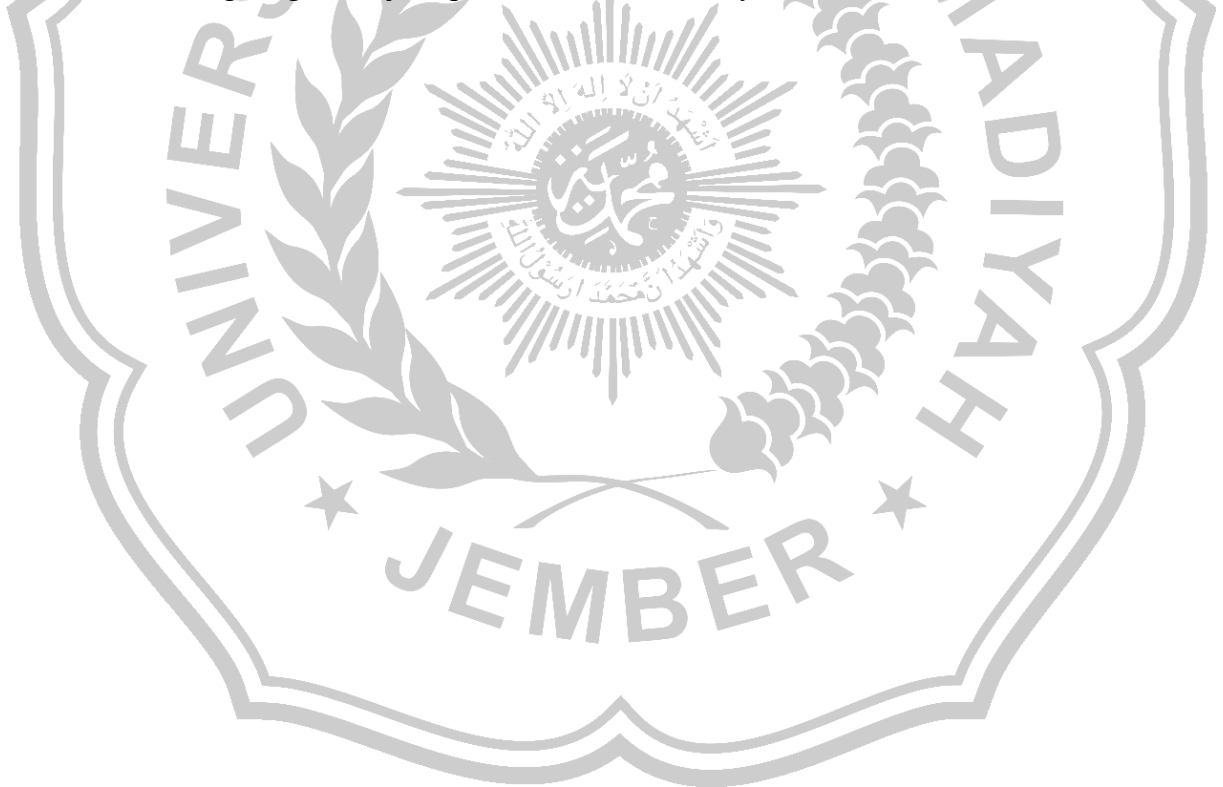


ABSTRAK

Penelitian ini bertujuan untuk menganalisis pengaruh lingkungan kerja dan upah terhadap produktivitas karyawan pada UD. Madura Mandar di Puger, Jember. Penelitian menggunakan pendekatan kuantitatif dengan jenis penelitian asosiatif. Populasi penelitian berjumlah 95 karyawan dan seluruhnya dijadikan sampel menggunakan teknik sampling jenuh (sensus). Data dikumpulkan melalui penyebaran kuesioner dan dianalisis menggunakan uji validitas, uji reliabilitas, uji asumsi klasik, analisis regresi linier berganda, uji parsial (uji t), serta koefisien determinasi (R^2). Hasil penelitian menunjukkan bahwa lingkungan kerja berpengaruh positif dan signifikan terhadap produktivitas karyawan. Upah juga berpengaruh positif dan signifikan terhadap produktivitas karyawan. Temuan tersebut menunjukkan bahwa lingkungan kerja yang aman, nyaman, serta didukung hubungan kerja yang baik mampu meningkatkan efektivitas kerja karyawan. Di sisi lain, pemberian upah yang adil, layak, dan sesuai dengan beban pekerjaan dapat meningkatkan motivasi serta mendorong karyawan bekerja lebih produktif. Oleh karena itu, perusahaan perlu terus meningkatkan kualitas lingkungan kerja dan menerapkan sistem pengupahan yang lebih baik agar produktivitas karyawan meningkat secara berkelanjutan serta mampu mendukung pencapaian tujuan perusahaan.

Kata kunci: Lingkungan Kerja, Upah, Produktivitas Karyawan



ABSTRACT

This study aims to examine the influence of the work environment and wages on employee productivity at UD. Madura Mandar in Puger, Jember. The research employed a quantitative approach with an associative research design. The population consisted of 95 employees, all of whom were selected as respondents using a saturated sampling (census) technique. Data were collected through questionnaires and analyzed using validity and reliability tests, classical assumption tests, multiple linear regression analysis, partial t-tests, and the coefficient of determination (R^2). The findings indicate that the work environment has a positive and significant effect on employee productivity. Likewise, wages have a positive and significant effect on employee productivity. These results suggest that a safe, comfortable, and supportive work environment, combined with fair and appropriate wages, can improve employees' motivation and work performance, thereby enhancing productivity. Therefore, the company should continuously improve workplace conditions and implement a fair wage system to sustain employee productivity and support the achievement of organizational goals. The findings are expected to provide practical recommendations for improving human resource management, particularly in creating a productive work environment and developing a compensation system that supports employee performance in small and medium-sized enterprises.

Keywords: *Work Environment, Wage System, Employee Productivity*

