

THE INFLUENCE OF WORK ETHIC, ORGANIZATIONAL CULTURE, AND WORK ENVIRONMENT ON WORK PRODUCTIVITY

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Abstrak

Tujuan dari penelitian ini adalah untuk memberikan bukti empiris tentang pengaruh Etos Kerja, Budaya Organisasi, dan Lingkungan Kerja Terhadap Produktivitas Kerja Pada Pegawai Kontrak Dinas Lingkungan Hidup Dan Pangan Kabupaten Magetan. Fenomena produktivitas kerja adalah kondisi, perubahan, dan gejala yang terjadi yang berkaitan dengan tingkat hasil kerja yang dicapai oleh pegawai dalam menjalankan tugas dan tanggung jawabnya. Penelitian ini fokus pada pegawai kontrak Dinas Lingkungan Hidup dan Pangan Kabupaten Magetan. Penelitian kuantitatif ini melibatkan 230 responden. Analisis data dilakukan menggunakan program SPSS versi 31. Metode pengambilan sampel purposive digunakan, dan kuesioner di distribusikan melalui Google Form. Hasil penelitian ini menunjukkan bahwa etos kerja memengaruhi produktivitas kerja, budaya organisasi memengaruhi produktivitas kerja, dan lingkungan kerja memengaruhi produktivitas kerja.

Kata Kunci: Budaya organisasi, Etos Kerja, Lingkungan kerja, Produktivitas kerja, Pegawai kontrak.

Abstract

The purpose of this study is to provide empirical evidence about the effects of work ethics, organizational culture, and work environment on productivity in the context of the Dinas Lingkungan Hidup and Pangan Kabupaten Magetan. The phenomenon of work productivity refers to the state, changes, and event that occur and are related to the level of productivity attained by employees in carrying out tasks and being honest about them. This study focuses on the inhabitants of the Magetan province's Kontrak Dinas Lingkungan Hidup and Pangan. This quantitative study included 230 respondents. Data analysis is carried out using SPSS version 31. The Purposive sampling method is used, and the questionnaire is sent via Google Form. According to the study's findings, work-related stress reduces productivity, organizational culture reduces productivity, and work-related environment reduces productivity. The results of this study show that work ethic influences work productivity, organizational culture influences work productivity, and the work environment influences work productivity.

Keywords: Organizational culture, Work ethics, Work environment, Work productivity, Contract employees.

A. INTRODUCTION

In today's era of globalization, every organization always desires to operate as efficiently and effectively as possible to achieve its stated goals. One method for achieving this goal is through professional resource management within the organization, ensuring its sustainability. Human resources are a key element that determines the success or failure of an organization in achieving its goals. Therefore, every agency, especially government institutions, is required to provide increasingly better public services in line with the increasing needs of the community (Liaily *et al.* , 2023) .

Increasing work productivity is the primary goal of every organization in achieving success and greater sustainability (Syukri *et al.*, 2023) . Meanwhile, according to Ramadhan & Marlina (2022) , work productivity is a mental attitude that drives human resources to continuously improve and enhance themselves. This attitude is based on the belief that today's work must be better than yesterday, and tomorrow better than today.

Dinas Lingkungan Hidup dan Pangan Kabupaten Magetan (Environmental and Food Agency of Magetan Regency), as a government agency responsible for assisting in the implementation of the Regional Government Work Plan in the environmental and food sectors by optimizing environmentally conscious natural resource management throughout the region, is highly dependent on the quality and productivity of its human resources. The phenomenon The work productivity of contract employees is affected by their precarious employment status, limited salaries and benefits, unbalanced workloads, and career uncertainty. These conditions demonstrate a gap between the workload and the level of rewards received by contract employees. This ultimately impacts work productivity, both individually and as a team. Without serious attention to coaching, motivating, and improving the welfare of contract employees, the risk of decreased productivity will increase and could impact the achievement of the Environment and Food Agency's

programs as a whole. In addition, weak organizational culture, low work ethic, and an unsupportive work environment also reduce their productivity.

The low work ethic that occurs in the Dinas Lingkungan Hidup dan Pangan of Magetan Regency is characterized by weak work discipline, lack of responsibility, and work that often does not comply with procedures, this condition has an impact on work productivity. One measure of employee quality can be seen from the perspective of their work ethic, the higher the work ethic, the better the quality of employees, the better the quality of employees will be if they have a high work ethic (Irfan, 2020) . In line with research by Sain *et al.*, (2023) explains that work ethic affects work productivity positively and significantly. In contrast, research conducted by Adelia *et al.*, (2025)) states that work ethic does not affect employee work productivity.

Another factor that influences work productivity is organizational culture, which is determined by values, habits, attitudes, and work ethics as a framework for assessing employee behavior, cooperation, and interaction (Liaily et al., 2023). The organizational culture that occurs at the Dinas Lingkungan Hidup dan Pangan of Magetan Regency is the lack of a solid work system, characterized by weak cross-departmental communication, workload imbalances, and suboptimal coordination between superiors and subordinates. This condition causes overlapping work, delays, and work conflicts that have a negative impact on employee productivity, especially contract employees. According to Wicaksono & Turangan (2024) , it explains that organizational culture is very positive and significant on employee work productivity. Conversely, research conducted by Wahyuni *et al.*, (2024) shows that organizational culture has no effect on work productivity.

The work environment at the Dinas Lingkungan Hidup dan Pangan of Magetan Regency shows that field contract workers face limited work facilities, minimal safety equipment, and extreme weather conditions that disrupt their comfort and health. This, coupled with weak OHS systems and operational management, reduces their work

efficiency, safety, and productivity. A pleasant, safe, and satisfying work environment can increase employee productivity by making them more active, calm, diligent, and serious in carrying out their duties (Kudratul Alam & Sarpan, 2024) .

Research by Prabowo *et al.* (2024) explains that the work environment has a direct impact on work productivity, with positive and significant results. Conversely, research conducted by Parashakti & Noviyanti (2021) explains that the work environment has no impact on employee productivity. The explanations outlined show various considerations from previous research and factors that may or may not influence variable Y in this study, namely productivity. Therefore, researchers want to further explore and understand the impact of work ethic, organizational culture, and the work environment on productivity in agencies. Based on the phenomena that have been described, this study aims to empirically test the influence of work ethic, organizational culture, and the work environment on productivity at the Dinas Lingkungan Hidup dan Pangan of Magetan Regency.

Theoretical review

Human Resource Management

According to Sella & Riofita (2024), human resources (HR) are a crucial factor and cannot be separated from an organization, whether an agency or a company. Human resources are also key to determining a company's development. Essentially, human resources are the people employed in an organization as the driving force to achieve its goals. Within an organization, human resources have a significant influence due to unpredictable and unstable changes in the business environment (Rubi Babullah, 2024) .
Meanwhile, according to

Work ethic

According to Saleh & Utomo (2020), work ethic is all good habits, including discipline, honesty, responsibility, perseverance, and patience, based on ethics that must be practiced in the workplace. Meanwhile, Larosa *et al.* ., (2022) defines work ethic as a set

of fundamental attitudes or views held by employees to assess work as something positive for improving their quality of life, thereby reducing negative behavior at work.

Organizational culture

According to Cahyati & Adelia (2024), organizational culture is a collection of beliefs and attitudes held by members, reflecting their values, outlook on life, and expectations. This is reflected in daily actions, such as punctuality, cooperation, and open communication. Meanwhile, Waruwu (2023) states that a strong organizational culture can influence employee perceptions of the organization's values and goals.

Work environment

According to Sinaga (2022), a conducive work environment will have a positive impact on the continuity of employee performance, thus contributing to improving employee performance within an organization. Meanwhile, according to Afandi (2021), the work environment is something that exists in the workers' surroundings that can influence them in carrying out their duties, such as temperature, humidity, ventilation, lighting, noise, workplace cleanliness, and the adequacy of work equipment. The work environment can be defined as all the tools encountered, the surrounding environment where a person works, their work methods, and how they influence their work, both as individuals and as a group.

Work Productivity

According to Nevira *et al.*, (2023) A belief that someone can do a job better today than yesterday and tomorrow better than today. Meanwhile, Satria *et al .*, (2024) productivity is a parameter used to measure the effectiveness of a job. A comparison between output and input, input is often limited by labor input, while output is measured in physical and mental units.

B. RESEARCH METHODS

The quantitative method with data collection techniques used in this study is by distributing questionnaires. In this study, the researcher used purposive sampling. According to Sugiyono (2023) , purposive sampling is a sampling technique based on certain considerations or criteria set by the researcher. According to Sugiyono (2023), research instruments are used to measure social and natural phenomena, in this case in the form of questionnaires. The questionnaire is used to collect data on work ethic, organizational culture, work environment, and work productivity, compiled based on questions related to the variables studied. The instruments distributed to respondents will be calculated using a Likert scale and data analysis is carried out quantitatively using SPSS software version 25, including descriptive statistics, research tool testing, classical assumption testing, and multiple regression analysis.

C. RESULTS AND DISCUSSION

Research Data Description

Normality Test

According to Ghozali (2023), one way to determine whether data is normally distributed or not is through the Kolmogorov-Smirnov statistical test. The stipulation in this normality test is that if the probability value is greater than 0.05, the hypothesis is accepted because the data obtained supports the assumption of normal distribution. Conversely, if the probability value is below 0.05, the hypothesis is rejected because the data is not normally distributed :

Table 1. Normality Test Results Table

One-Sample Kolmogorov-Smirnov Test	
	Unstandardized Residual
N	230

Normal Parameters ^{a,b}	Mean	.0000000
	Standard	
	Deviation	3.00596553
Most Extreme Differences	Absolute	.051
	Positive	.051
	Negative	-.051
Test Statistics		.051
Asymp. Sig. (2-tailed)		.200 ^{c,d}
a. Test distribution is Normal.		
b. Calculated from data.		
c. Lilliefors Significance Correction.		
d. This is a lower bound of the true significance.		

Source: Processed data (2025)

Based on the results of the normality test from the Kolmogorov Smirnov (KS) test, a significance value of 0.200 was obtained. This indicates that the significance level obtained in this test is greater than 0.05 ($0.200 > 0.05$), so it can be concluded that the residuals are normally distributed.

Multiple Linear Regression Analysis

Multiple linear regression analysis, namely regression, is used to measure how much impact the independent variables have on the dependent variable (Ghozali, 2023).

Table 2. Multiple Linear Regression Analysis

Model	Coefficients ^a				
	Unstandardized Coefficients		Standardized Coefficients		Sig.
	B	Std. Error	Beta	t	
1 (Constant)	.562	1,292		.435	.664
Work Ethic (X1)	.167	.032	.269	5,282	.000
Organizational Culture (X2)	.231	.028	.444	8,313	.000
Work Environment (X3)	.124	.032	.207	3,823	.000

a. Dependent Variable: Work Productivity (Y)

Source: Processed data (2025)

Based on the table of results of the multiple linear regression test, a regression equation can be created, namely:

$$Y = 0.562 + 0.167X_1 + 0.231X_2 + 0.124X_3$$

By using the regression equation above, the influence of each variable X_1 , X_2 , X_3 on Y can be analyzed, namely:

1. The constant value is 0.562 so it can be concluded that if the variables X_1 , X_2 , X_3 have a value of 0 or are constant then the variable Y has a value of 0.562.
2. The regression coefficient value of X_1 is 0.167, this shows that if the variable X_1 increases by one unit, it will increase Y by 0.167, assuming that other variables remain constant.
3. The regression coefficient value of X_2 is 0.231, this shows that if the variable X_2 increases by one unit, it will increase Y by 0.231, assuming that other variables remain constant.
4. The regression coefficient value of X_3 is 0.124, this shows that if the variable X_3 increases by one unit, it will increase Y by 0.124, assuming that other variables remain constant.

t-test

Hypothesis testing in this study includes a t-test. The t-test examines the regression coefficient individually, and this test aims to determine the influence of the independent variable on the dependent variable, namely to understand the impact of work ethic, organizational culture, and work environment on the work productivity of contract employees of the Dinas Lingkungan Hidup dan Pangan of Magetan Regency. The results of the t-test analysis in this study were carried out in the following manner :

Table 3. t-test results

Coefficients ^a						
Model	Unstandardized Coefficients			Standardized Coefficients	t	Sig.
	B	Std. Error	Beta			
1 (Constant)	.562	1,292			.435	.664
Work Ethic (X1)	.167	.032	.269		5,282	.000

Organizational Culture (X2)	.231	.028	.444	8,313	.000
Work Environment (X3)	.124	.032	.207	3,823	.000

a. Dependent Variable: Work Productivity (Y)
Source: Processed data (2025)

Based on the results of the t-test using the SPSS program, the following results were obtained:

1. The results of the partial test show that the significant value of X_1 is 0.000, which is less than 0.05, so the hypothesis is accepted and it is concluded that X_1 has a significant effect on Y.
2. The results of the partial test show that the significant value of X_2 is 0.000, which is less than 0.05, so the hypothesis is accepted and it is concluded that X_2 has a significant effect on Y.
3. The results of the partial test show that the significant value of X_3 is 0.000, which is less than 0.05, so the hypothesis is accepted and it is concluded that X_3 has a significant effect on Y.

Coefficient of Determination Test

The coefficient of determination, commonly known as (R^2), serves to indicate the quality of the model and how the dependent variable varies. The coefficient of determination value is between zero and one. A lower value indicates that the independent variable can only explain some of the variation in the dependent variable. On the other hand, a higher R^2 value indicates that the independent variable almost completely conveys the information needed to predict the dependent variable. The coefficient of determination values in this study can be found in the following table:

Table 4. Coefficient of determination

Model Summary

Model	R	R Square	Adjusted R Square	Standard Error of the Estimate
1	.677 ^a	.458	.451	3,026

a. Predictors: (Constant), Work Environment (X_3), Work Ethic (X_1),
Organizational Culture (X_2)

Source: Processed data (2025)

Based on the table above, the results of the determination coefficient (R²) test are 0.458 or 45.8%, which means that Y can be explained by variables X_1 , X_2 , X_3 , while the rest is influenced by other variables.

D. CONCLUSION

Based on the research hypothesis test that has been conducted, it can be concluded from this research that (1) Work ethic has a positive and significant effect on the productivity of contract employees of the Dinas Lingkungan Hidup dan Pangan of Magetan Regency (2) Organizational culture has a positive and significant effect on the productivity of contract employees of the Dinas Lingkungan Hidup dan Pangan of Magetan Regency. (3) The work environment has a positive and significant effect on the productivity of contract employees of the Dinas Lingkungan Hidup dan Pangan of Magetan Regency

E. SUGGESTION

1. For Contract Employees of the Dinas Lingkungan Hidup dan Pangan Magetan Regency

Contract employees of the Dinas Lingkungan Hidup dan Pangan of Magetan Regency need to improve their competence, maintain work ethics and professionalism, build good communication and organizational culture, and be able to adapt to changes in order to remain productive and have better career opportunities and be able to improve work productivity to be even better.

2. For further researchers

It is recommended that further research include contract employees in other agencies or in wider areas so that the research results can be generalized more comprehensively and accurately. It is recommended to add other relevant variables, such

as work motivation, job satisfaction, or leadership style, in order to obtain a more comprehensive understanding of the factors that influence the work productivity of contract employees, and Further research can consider using mixed methods, namely quantitative and qualitative, so that the data obtained is more in-depth and able to describe the phenomenon holistically.

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