THE INFLUENCE OF WORK ENVIRONMENT AND DISCIPLINE ON WORK PRODUCTIVITY IN THE IMPLEMENTATION OF THE COMPLETE SYSTEMATIC LAND REGISTRATION PROGRAM (PTSL) IN BANDARAN VILLAGE, WINONGAN DISTRICT, PASURUAN REGENCY

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Abstract
Land registration is a legal process involving the registration of ownership or rights to land at authorized government institutions, such as land offices. The Complete Systematic Land Registration Program (PTSL) is one of the government's efforts to improve the quality of land services and expedite the land registration process. The final stage of land registration is the issuance of a land certificate as proof of title. The land certificate serves as official evidence that provides legal certainty regarding the ownership or rights stated therein. This study aims to determine the influence of the work environment and discipline on work productivity in the implementation of the Complete Systematic Land Registration Program (PTSL) in Bandaran Village, Winongan District, Pasuruan Regency. The analysis used is research instrument testing, descriptive analysis, classical assumption testing and hypothesis testing. Based on the results of the study, the R Square value was obtained at 67.8%, which means that work productivity can be explained by 67.8% by the work environment and discipline. The work environment and discipline have a significant effect on work productivity simultaneously with an F count value of 33.63 and an F table value of 3.29 and a significance value of 0.000 <0.05 indicating that Ha1 is accepted. The results of the work environment hypothesis test (X1) state a significance value of 0.025 <0.05 indicating that the work environment has a significant effect on work productivity. The results of the work discipline hypothesis test (X2) state a significance value of 0.015 <0.05 indicating that discipline has a significant effect on work productivity.
Keywords: Work Environment, Work Discipline, Work Productivity.

INTRODUCTION

Land registration is a legal process involving the registration of ownership or rights to land with authorized government agencies, such as the local land office or the land registry office. Research conducted by Mujiburohman (2021:117-137) shows that the land registration process aims to officially record and recognize ownership rights or other rights to land to ensure legal certainty and protection of land rights. The final stage of land registration is the issuance of a land certificate as proof of title. This land certificate serves as official evidence that provides legal certainty regarding the ownership or rights stated therein.

The Complete Systematic Land Registration Program (PTSL) is one of the government's efforts to improve the quality of land services and expedite the land registration process. Bandaran Village, Winongan District, Pasuruan Regency, is one of the locations for this program, with the target of completing land registration by 2025. However, despite these efforts, the PTSL implementation still faces various challenges, such as service quality, time efficiency, and officer productivity.

Edy Sutrisno (2020:103) Work productivity essentially encompasses a mental attitude that always holds the view that life today must be better than yesterday. This kind of attitude will encourage someone to not be easily satisfied but will continue to develop themselves and improve

work capabilities, namely by means of improvement. Every leader in the organization will always strive to ensure that every activity carried out achieves maximum results and is carried out effectively and efficiently. The Bandaran Village Office, Winongan District, Pasuruan Regency is one of the organizations that provides services to the community that aims to help the community through the PTSL program to accelerate land registration so that the community can obtain legal rights to their land ownership.

PTSL (Integrated Service Delivery) in Bandaran Village, Winongan District, Pasuruan Regency has experienced a significant decline in productivity. This can be seen from project delays and low work quality. An unsupportive work environment is also a contributing factor to the decline in productivity. Officers often complain about a lack of adequate facilities and equipment, uncomfortable physical conditions of the work environment, and lack of effective communication with coworkers. In addition, low work discipline is also a contributing factor to the decline in productivity. For example, officers are often absent, thus unable to complete tasks. This decline in PTSL productivity has impacted the quality of work, such as project delays resulting in results that do not meet the given target. Where PTSL, which should have been completed within 6 months, now takes 9 months to complete. Then there is the low quality of work such as errors in data input. Therefore, efforts are needed to improve the work environment and work discipline that support PTSL productivity in Bandaran Village, Winongan District, Pasuruan Regency.

A conducive work environment plays a crucial role in increasing work productivity, boosting motivation and team spirit. Budiasa (2021:39) defines the work environment as everything surrounding employees while they are working, both directly and indirectly, that can influence them and their work. This statement is supported by previous research conducted by Utami (2022), which found that the work environment has a positive and significant impact on employee productivity.

Based on the results of a pre-survey conducted by researchers at the Bandaran Village Office, Winongan District, Pasuruan Regency, problems related to an unsupportive work environment were found, which is one of the main causes of declining employee morale and efficiency. This can be seen from the phenomenon of an unsupportive work environment, which is one of the main causes of declining employee morale and efficiency. Cramped office conditions, minimal work facilities, and lack of access to the technology needed to quickly verify land data make officers feel uncomfortable and hampered in carrying out their duties. Furthermore, physical discomfort due to a lack of adequate equipment, such as slow computers or a lack of effective communication facilities, further exacerbates the situation. This has an impact on decreasing employee productivity in completing land registration on time, so that the registration process is hampered and does not meet the set targets. Therefore, village office leaders need to pay attention to their employees' work environment to achieve goals and increase employee productivity.

LITERATURE REVIEW

Work Productivity

Productivity is generally defined as the relationship between output (goods or services) and input (labor, materials, money). Productivity is a measure of productive efficiency. It is a comparison between output and input. Input is often limited to labor, while output is measured in physical units, form, and value (Edy Sutrisno, 2017: 99).

According to Mulyadi (2015:100) work productivity is the work results of a person or employee who compares input and output, where a worker who produces high results does not necessarily have good productivity.

Meanwhile, according to Simanjuntak (2011:141), work productivity is defined as a benchmark for achieving business results by comparing the value of the results achieved, the value of all materials, and the efforts used to achieve those results. Therefore, it can be concluded that work productivity is a comparison between the results obtained and the resources used in a certain period.

Work environment

The work environment according to Budiasa (2021: 39) is everything that is around employees while working, either directly or indirectly, which can affect the employee's self and work while working. Afandi (2018: 66) is everything that is around workers or employees that can affect employee satisfaction in carrying out their work so that maximum results will be obtained, where in the work environment there are work facilities that support employees in completing the tasks assigned to employees in order to improve employee work in a company. In addition, according to Ismail (2023: 237) said that although this work environment does not directly carry out the production process in a company, the work environment has a direct influence on employees who carry out the production process.

Work Discipline

According to Agustini (2019:89), work discipline is an attitude of obedience to the rules and norms that apply in a company in order to increase employee determination in achieving company/organizational goals. According to Hasibuan (2017:193) work discipline is defined as a person's awareness and willingness to comply with all applicable company regulations and social norms. According to Andini, (2022) states that, "Work Discipline is a regulation or policy that develops within employees and causes employees to voluntarily adapt to decisions, regulations, and high values of work and behavior."

METHOD

This research is a research using quantitative research which aims to determine the influence of the environment and work discipline on work productivity in the complete systematic land registration program (PTSL) in Bandaran Village, Winongan District, Pasuruan Regency and using the total sampling method, namely the apparatus and committee of Bandaran Village, Winongan District, Pasuruan Regency, totaling 35 people. The data used are data obtained directly from interviews and questionnaires. Data analysis techniques include several stages, namely, validity testing, reliability testing, descriptive analysis, classical assumption testing, multiple linear regression analysis and determinant coefficient testing.

RESULTS AND DISCUSSION

Validity Test

A validity test was conducted to assess the validity of the questionnaire using SPSS. With 37 respondents, the r table was 0.333 at a 5% confidence level. A statement is considered valid if the calculated r > r table.

Table 1. Validity Test Results

No	Variables		r count	r table	Information
1.	Work Environment (X_1)	X1.1	0,856	0,333	VALID
		X1.2	0,821	0,333	VALID
		X1.3	0,825	0,333	VALID
2.	Work Discipline (X_2)	X2.1	0,698	0,333	VALID
		X2.2	0,753	0,333	VALID
		X2.3	0,583	0,333	VALID
		X2.4	0,87	0,333	VALID
		X2.5	0,709	0,333	VALID
4	Work Productivity (Y)	Y1	0,549	0,333	VALID
		Y2	0,652	0,333	VALID
		Y3	0,637	0,333	VALID
		Y4	0,74	0,333	VALID
		Y5	0,814	0,333	VALID
		Y6	0,591	0,333	VALID

Based on Table 1, each statement in the questionnaire is valid because r count > r table.

Reliability Test

Reliability measures the consistency of questionnaire answers using SPSS as an analysis tool. A questionnaire is considered reliable if the value*Cronbach's Alpha*> 0.6 or 0.7.

Table 2. Reliability Test Results

Variables	*Cronbach's simple*	*Alpha*	Information
Work environment	0.778	0.60	Reliable
Work Discipline	0.773	0.60	Reliable

| Work Productivity | 0. 746 | 0. 60 | Reliable |

Based on Table 2, all are said to be reliable because the value*Cronbach's Alpha>* rtable 0.6

Classical Assumption Test

Normality Test

The normality test aims to assess data distribution, generally using the Kolmogorov-Smirnov method. Data is said to be normally distributed if the significance value is > 0.05.

Table 3. Results of the One Sample Kolmogorov-Smirnov Test

Criteria	Mark	Information
Asymp. Sig. (2-tailed)	.200[c,d]	Distributed residuals normal

Based on Table 3, it shows that the output results of the normality test above indicate that the Sig. value is 0.200 > 0.05, so it can be concluded that the research data is normally distributed.

Linearity Test

The linearity test determines the linear relationship between variables, with a significance > 0.05 indicating a linear relationship.

Table 4. Linearity Test Results

Relationship Between Variables	*Signification*		Information
	Deviation from Linearity	*Linearity*	
Connection Work Environment (X1) with Work Productivity (Y)	0.737	0.00	Connection Linear
Work Discipline Relationship (X2) with Work Productivity (Y)	0.108	0.05	Linear Relationship

Based on Table 4, all independent variables have a linear relationship with a significance of 0.00.

Multicollinearity Test

The multicollinearity test identifies the correlation between independent variables with a tolerance value > 0.10 and VIF < 10 indicating the absence of multicollinearity.

Table 5. Multicollinearity Test Results

Variables	*Collinearity Statistics*		Information
	Tolerance	**VIF**	
Work Environment (X1)	0.328	3.051	Not occur Multicollinearity
Work Discipline (X2)	0.328	3.051	Not occur Multicollinearity

Based on Table 5, all independent variables (perceived ease, perceived usefulness and perceived security) do not experience multicollinearity in influencing the dependent variable (interest in use).

Heteroscedasticity Test

The heteroscedasticity test determines whether there are differences in residual variance in a regression model. A model is considered free of heteroscedasticity if the significance value is > 0.05 and the data points are distributed without any particular pattern.
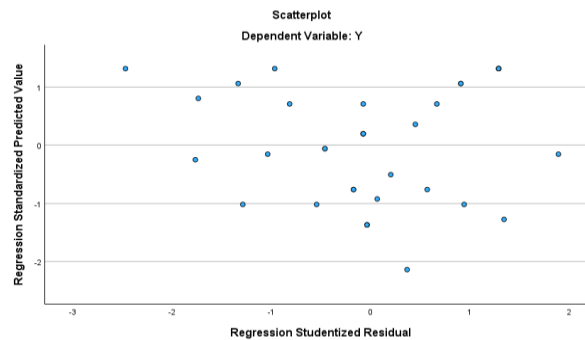

Figure 1. Scatter Plot Test Results

Based on Figure 1, the distribution of data points does not form a particular pattern, so the regression model does not experience heteroscedasticity and is suitable for use for analysis.

Multiple Linear Regression Analysis

AMultiple linear regression analysis measures the relationship between perceived ease of use, perceived usefulness, and perceived security on intention to use. The calculation results are presented in the following table.

Table 6. Results of Multiple Linear Regression Analysis

Dependent Variable	Independent Variables	Unstandardized Coefficients		Beta
		B	**Std. Error**	
Work Environment (X_1)	Work Productivity (Y)	0,685	0,291	0,413
Work Discipline (X_2)		0,500	0,195	0,450
(*Constant*)		5,519	2,504	

Based on table 6, the results of the multiple linear regression analysis test can be described with the multiple linear regression equation as follows:

$$Y = 5.519 + 0.685 \ X_1 + 0{,}500 \ X_2$$

From the multiple linear regression equation above, it is explained as follows:

a. The value of the positive constant coefficient is5,519. If all independent variablesnamely the Work Environment (X_1) and Work Discipline (X_2) is worth 0 or there is no change, then the value of Consumptive Behavior (Y) is 5.519.

b. The regression coefficient value ofWork environment (X_1) is worth 0.685. If the variableWork environment (X_1) experiences an increase of 1 unit thenWork Productivitywill increase by 0.685 or 68.5% assuming the other independent variables are held constant.

c. The regression coefficient value ofWork Discipline (X_2) is worth 0.500. If the variableWork Discipline (X_2) increases by 1 unit thenWork Productivitywill increase by 0.500 or 50% assuming the other independent variables are held constant.

Hypothesis Testing 1

The F test measures the simultaneous influence of independent variables on the dependent variable. The hypothesis is accepted if F count > F table or significance < 0.05.

Table 8. F Test Results

Independent Variables	Dependent Variable	F_{count}	F_{table}	Say.	Information
Work environment (X_1)	Work Productivity (Y)	33,639	3,29	0,000	Ha_1 accepted
Work Discipline (X_2)					

Based on Table 8, the F count value is 33.639 > F table 3.29 and the significance is 0.00 < 0.05, so the work environment and work discipline simultaneously have a significant effect on work productivity. This indicates that the work environment (X_1) and work discipline (X_2) together have a significant influence on work productivity (Y).

Hypothesis Testing 4

The t-test measures the partial effect of each independent variable on the dependent variable. The hypothesis is accepted if sig < 0.05, t count > t table, and the β coefficient is positive.

Table 10. T-Test Results

Independent Variables	Dependent Variable	Say.	T_{count}	T_{table}	Information
Work environment (X_1)	Work Productivity (Y)	0,025	2,356	2,034	Ha_2 Accepted
Work Discipline (X_2)		0,015	2,567	2,034	Ha_3 Accepted

Based on the t-test, the work environment (X1) and work discipline (X2) partially have a significant influence on work productivity (Y) because all significant values are <0.05.

Determinant Coefficient Test

Table 11. Dominance Test Results

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.823[a]	.678	.658	1.388

Based on Table 11, the Work Environment and Work Discipline variables on the Work Productivity variable are 67.8%, while the remaining 32.2% is influenced by other variables not included in this study.

CONCLUSION

The work environment and work discipline variables simultaneously have a significant influence on the work productivity of the apparatus and committee at the Bandaran Village office, Winongan District, Pasuruan Regency. This can be seen based on the results of the F test with an F value of$_{count}$ > F$_{table}$ namely 33.639 > 3.29 and a significance value of 0.000 < 0.05, meaning the first hypothesis is H$_0$rejected and H$_1$ accepted. The results of the coefficient of determination (R^2) shows that the work environment and work discipline have a simultaneous effect on the work productivity of the apparatus and committee at the Bandaran Village office, Winongan District, by 0.678 or 67.8%. This means that the variance in work productivity of the apparatus and committee at Bandaran Village, Winongan District can be explained by the work environment and work discipline through a model of 67.8% and the remaining 32.2% is influenced by other variables not included in this study.

For further researchers to develop this research by considering other variables that have a greater influence on employee work productivity such as education and training, skills, work culture and ethics, and workload.

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