Original Article

The Effect of Work Environment and Workload on Employee Productivity of PT Alva Karya Perkasa, Sari Husada Branch Office, South Jakarta

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Abstract: *The purpose of this research is to determine how much the work environment and workload affect employee productivity PT Alva Karya Perkasa Sari Husada Branch Office South Jakarta. This research was conducted using quantitative methods with an associative approach. The population in this research used a total of 89 employees at PT Alva Karya Perkasa Sari Husada Branch Office, South Jakarta, determined by nonprobability sampling. Data collection methods using interviews, documents, and questionnaires. This study employs SPSS Statistic 26 to conduct validity, reliability, classical presumption, multiple linear regression, and hypothesis tests. The SPSS Statistic 26 program is used in this study to carry out validity tests, reliability tests, classical assumption tests, multiple linear regression evaluations, and testing of hypotheses. According to the results of the research, the work environment partially has a positive effect, and workload has a positive and significant effect on the productivity of employees of PT Alva Karya Perkasa Sari Husada Branch Office South Jakarta. Simultaneously, the work environment and workload together affect the productivity of employees of PT Alva Karya Perkasa Sari Husada Branch Office South Jakarta.*

Keywords: *Work Environment, Workload, Work Productivity.*

I. INTRODUCTION

In the midst of this challenging era of globalisation, companies generally need employees who have achievements that are expected to make a good contribution to the continuity of the company. Companies today need employees who tend to be competent in their fields, and have high loyalty and integrity. Good human resources will make the company stronger and expand its credibility if human resource management is managed optimally. Hasibuan (2019: 9).

Optimal utilisation of human resources will make it easier for companies to achieve their targets. One way to optimise it is to increase productivity. Increasing employee productivity in the company is an effective and efficient way. Because the company's productivity is a reference for conducting activities in an effort to improve product quality and quantity, without good human resource work productivity, the company will have difficulty keeping up with the times because the economic world is increasingly advanced.

There are many ways that companies can optimise employee productivity, but providing physical and non-physical work overload will make employees easily stressed, allowing many employees to leave the company because they are not strong with work demands. It is necessary to conduct a work evaluation in the company so that employees can work comfortably and optimally and focus on the assigned tasks.

PT Alva Karya Perkasa South Jakarta is a company engaged in outsourcing, which is a company that provides services and labour with certain expertise for companies that need it. The problems that occur at PT Alva Karya Perkasa Sari Husada Branch Office South Jakarta are a common work phenomenon. However, if there is no improvement, it will cause an inconvenience for employee productivity. Employee productivity is closely related to the work standards set by the company to see the results of the work that has been done. The productivity applied by the company prioritises quality and quantity in conducting its work. The formulation of the problem in this research is as follows: (1) Does Work Environment affect Employee Productivity? (2) Does Workload affect Employee Productivity? And (3) Do Work Environment and Workload have an effect on Employee Productivity?

II. LITERATURE REVIEW

A) Work Environment

The work environment has a direct impact on employees in an organisation or company. A comfortable working environment will build optimal productivity because employees feel comfortable in conducting their work. Vice versa, if the work environment is not conducive, it can affect employee productivity. According to Mangkunegara (2017), The work environment refers to the general equipment and materials used, the immediate surroundings in which someone works, his work practices, and work arrangements as an individual and as a group. Based on the information provided above, it is possible to conclude that the work environment is one in which work players feel at ease with their methods of work, work norms, and individuals assigned to them. Sedarmayanti (2017: 19) states that, in general, the type of work environment is divided into two, namely: (1) All physical conditions surrounding the workplace that can affect employees either directly or indirectly. (2) The non-physical work environment is all the circumstances that occur related to co-workers or subordinates. Factors Affecting the Work Environment, (1) Illumination/lighting in the workplace, (2) Workplace humidity, (3) Air circulation in the workplace, (4) Noise in the workplace, (5) Mechanical vibration in the workplace, (6) Odour in the workplace. (7) Colour scheme in the workplace, and (8) Decorations in the workplace. According to Sedarmayanti (2017: 30), the indicators of the physical work environment and the non-physical work environment include (1) Physical work environment, including (a) Lighting, (b) Air temperature, (c) Cleanliness, (d) Colour use, (e) Security, and(f) Working hours. (2) Non-physical work environment indicators, including (a) work relationship between superiors and subordinates and (2) work relations between colleagues.

B) Workload

Workload is something that exceeds a worker's ability to complete their job. The capacity required to accomplish a task that complies with expectations (anticipated performance) differs from the capacity that is available at the time (actual performance). Suci R. Mar'ih Koesomowidjojo (2017) defines workload is defined as the number of hours of work required by human resources to complete a job during a given time period. According to the opinions of the experts above, workload is a condition of a person's ability to complete their job duties within a certain period of time. According to Suci R. Mar'ih Koesomowidjojo (2017), types of workload, namely: (1) Quantitative Workload Quantitative workload is a large amount of work. It must be conducted with a lot of pressure on his work. (2) Qualitative workload. This workload shows the relationship between a worker who is able to conduct his designated work and those who are not. According to Suci R. Mar'ih Koesomowidjojo (2017), the workload factor is divided into two, namely: (1) Internal Factor, internal factors are factors originating from the body because of reactions because of external workload, including age, health status, motivation, gender. (2) External Factor: external factors are workloads that affect from outside the employee's body, work environment and employee organizations. According to Munandar (2015), indicators of workload are the following: (1) Physical workload is a workload that affects health problems like those related to the lethal system of the heart and respiratory body and the other sensory organs in a person's body, as a result of job conditions. Physical load indications include physiological and biomechanical loads. (2) Mental burden refers to the workload that occurs while employees engage in mental/psychological tasks at work. Concentration, disorientation, attentiveness, and service correctness are all symptoms of mental strain. (3) Time stress is a workload that occurs when employees are forced to perform activities within a specific time frame. The signs of time burden include work speed and the ability to accomplish two or more jobs at once.

C) Work Productivity

Work productivity is a process of labour activity that produces output in the form of quality and quantity performance of an individual or work group. Work productivity is a measure of the productive efficiency of a job to be better than before. According to Kussrianto in Sutrisno (2017: 102), work productivity is the ratio between the results achieved and the participation of labour per unit of time. The role of labour here is the use of resources effectively and efficiently. It can be concluded that productivity is ability; here, it can be interpreted as physical ability, also known as skill ability. In the Big Indonesian Dictionary, skill is defined as the ability to complete a task. Factors that affect work productivity are (1) Level of Education, (2) Ability to Work, (3) Skill or Skills, (4) Work Ethics, (5) Motivation, and (6) Health Insurance. Work Productivity Indicators according to Sinugan (2014), indicators of work productivity are as follows: (1) knowledge is the accumulation of good education. (2) skill is the ability and mastery of technical and productive completion. (3) quantity is how much work is achieved by employees according to the specified target. (4) Quality is how good the quality produced by employees and the ability of employees to work. (5) Timely/On-Time, namely how a level of activity is completed with the target time set.

III. RESEARCH METHODS

With the aid of a survey approach, this research is associative and quantitative in nature. This study used an associative approach, which is research to determine the association between two or more variables. The association between variables in the study will be examined using statistical measures relevant to the data in order to test the hypothesis. Population and Sample: In this study, the authors utilized the method of nonprobability sampling, which is a sampling approach that does not provide equal possibilities for each element or member of the general population to be chosen as a sample. According to this, a sample

of 89 people was obtained consisting of all employees of PT Alva Karya Perkasa Sari Husada Branch Office. Data Collection Method: To obtain complete and thorough data in this research, the researcher uses data collection techniques using: (1) interview, interviews are instruments used to explore data orally to those who are interview researchers, namely all employees of PT. Alva Karya Perkasa Sari Husada Branch Office. (2) document

Documents, namely meaningful or valuable messages that are written or printed, have the function of being used as proof of information. The documents used by researchers are in the form of journals and articles related to the titles and documents needed. (3) Questionnaire: The questionnaire is a data collection technique conducted by giving a set of questions or written statements to the respondents to answer. Then, the variables that can be measured are translated into answer indicators, such as instruments that use the Likert scale. Likert scale is a scale that contains 5 levels of answer preferences with the following options:

Table 1: Assessment Scale Criteria

Description	Weight
Strong Agree (SS)	5
Agree (S)	4
Agree nor Disagree (RR)	3
Disagree (TS)	2
Strong Disagree (STS)	1

Source: (Sugiyono 2015)

IV. RESULTS AND DISCUSSION

A) Data Analysis

Respondents of this research were all employees of PT. Alva Karya Perkasa Sari Husada Branch Office. Characteristics of Respondents Employees PT. Alva Karya Perkasa Sari Husada Branch Office is as follows:

Table 2: Respondents According to Gender

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Male	40	44.9	44.9	44.9
	Female	49	55.1	55.1	100.0
	Total	89	100.0	100.0	

Source: Primary Data Processing Results, 2022

Table 3: Respondents According to Age

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	21 - 30 year	50	56.2	56.2	56.2
	31 - 40 year	36	40.4	40.4	96.6
	41 – 50 year	3	3.4	3.4	100.0
	Total	89	100.0	100.0	

Source: Primary Data Processing Results, 2022

Table 4: Respondent Profile According to Last Education

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	High School	15	16.9	16.9	16.9
	Diploma	72	80.9	80.9	97.8
	Bachelor	1	1.1	1.1	98.9
	Master	1	1.1	1.1	100.0
	Total	89	100.0	100.0	

Source: Primary Data Processing Results, 2022

Table 5: Respondents According to Working Periods

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	< 1 year	2	2.2	2.2	2.2
	1 - 3 year	66	74.2	74.2	76.4
	3 - 5 year	19	21.3	21.3	97.8
	> 5 year	2	2.2	2.2	100.0
	Total	89	100.0	100.0	

Source: Primary Data Processing Results, 2022

Table 6: Respondent Profile According to Position

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Head of Branch Office of PT. Alva Karya Perkasa Sari Husada Branch Office South Jakarta	1	1.1	1.1	1.1
	HRD Sari Husada Branch Office	1	1.1	1.1	1.1
	CRM Manager Sari Husada Branch Office	1	1.1	1.1	1.1
	CRM Sari Husada Branch Office	44	49.4	49.4	49.4
	Sales & Marketing Manager Sari Husada Branch Office ada	1	1.1	1.1	1.1
	Sales Sari Husada Branch Office	24	24.9	24.9	24.9
	Marketing Sari Husada Branch Office	17	21.3	21.3	21.3
	Total	89	100.0	100.0	100.0

Source: Primary Data Processing Results, 2022

B) Validity Test

The validity test is used to measure whether the data in the questionnaire is valid or not. In this validity test, the researcher used the SPSS 26 program. The research questionnaire consisted of 32 statements that needed to be answered by 30 respondents. This validity test uses the Product Moment formula. The questionnaire is said to be valid if the value of rcount in the calculation is greater than the rtable value (n = 30; α = 5%= 0.361). The following results of the validity test of the work environment variable (X1), workload (X2) and employee productivity (Y).

Table 7: Validity Test Results of Work Environment Variables (X1)

Indicator		No. of Statement	r product moment count	r product moment Table	Remarks
Physical Environment	Lighting	1	0.666	0,361	Valid
		2	0.666	0,361	Valid
	Air Temperature	3	0.835	0,361	Valid
		4	0.876	0,361	Valid
	Cleanliness	5	0.467	0,361	Valid
		6	0.716	0,361	Valid
	Color Use	7	0.443	0,361	Valid
		8	0.624	0,361	Valid
	Security	9	0.506	0,361	Valid
		10	0.570	0,361	Valid
	Working Hours	11	0.801	0,361	Valid
		12	0.790	0,361	Valid
Non-physical	Work Relationship with Superiors	13	0.771	0,361	Valid
		14	0.771	0,361	Valid
	Relationship between Colleagues	15	0.879	0,361	Valid
		16	0.860	0,361	Valid

Source: Primary Data Processing Results, 2022

Table 8: Validity Test Results of Workload Variables (X2)

Indicator	No. of Statement	r product moment count	r product moment Table	Remarks
Physical workload	1	0.883	0,361	Valid
	2	0.935	0,361	Valid
Mental Burden	3	0.934	0,361	Valid
	4	0.523	0,361	Valid
Time Burden	5	0.413	0,361	Valid
	6	0.413	0,361	Valid

Source: Primary Data Processing Results, 2022

Table 9: Hasil Uji Validitas Variabel Produktifitas Kerja (Y)

Indicator	No. of Statement	r product moment count	r product moment Table	Remarks
Knowledge	1	0.687	0,361	Valid
	2	0.562	0,361	Valid
Skill	3	0.749	0,361	Valid
	4	0.687	0,361	Valid
Quantity	5	0.562	0,361	Valid
	6	0.749	0,361	Valid
Quality	7	0.463	0,361	Valid
	8	0.758	0,361	Valid
Timely/On Time	9	0.562	0,361	Valid
	10	0.772	0,361	Valid

Source: Primary Data Processing Results, 2022

C) Reliability Test

The reliability test is used to show the extent of a questionnaire; according to Sugiyono (2019: 364), the research instrument is said to be reliable if Chronbach Alpha> 0.6. Reliability test results on work environment variables (X1), workload (X2) and productivity (Y):

Table 10: Work Environment Reliability Test Results (X1)

Reliability Statistics	
Cronbach's Alpha	N of Items
.928	16

Source: Primary Data Processing Results, 2022

Table 11: Workload Reliability Test Results (X2)

Reliability Statistics	
Cronbach's Alpha	N of Items
.838	6

Source: Primary Data Processing Results, 2022

Table 12: Work Productivity Reliability Test Results (Y)

Reliability Statistics	
Cronbach's Alpha	N of Items
.791	10

Source: Primary Data Processing Results, 2022

D) Classic Assumption Test

According to Simanjuntak (2019: 4), the classic assumption test is to find out whether the regression model designed is in accordance with useful and good prediction tools. The classic assumption test that will be used in this research is a normality test, multicollinearity test, heteroscedasticity test and correlation test.

Table 13: Classic Assumption Test

Classic Assumption Test	Description
Normality Test	Concluded that the data is normally distributed.
Multicollinearity Test	There are no symptoms of multicollinearity between independent variables.
Heteroscedasticity Test	There are no symptoms of Heteroscedasticity.
Linearity Test	Concluded that there is a significant linear relationship between the independent variable and the dependent variable.

Source: Primary Data Processing Results, 2022

E) Descriptive Statistical Analysis

In this research, the authors process questionnaires in the form of data consisting of 16 questions for the work environment variable (X1), 6 questions for workload variables (X2), and 10 questions for work productivity variables (Y). The size of the data termination includes the average calculation, mode, and median value. At the same time, the measurement of data dissemination includes the range or range of data and standard deviations. The number of respondents is as many as 89 employees in PT. Alva

Karya Perkasa Sari Husada Branch Office as a research sample and by using the Likert method that is 1 strong disagree, 2 disagree, 3 neutral, 4 agree and 5 strong agree.

Table 14: Respondent Answer Index

No	Range	Criteria
1	1,00 - 1,80	Strong Disagree
2	1,81 - 2,60	Disagree
3	2,61 - 3,40	Neutral
4	3,41 - 4,20	Agree
5	4,21 - 5,00	Strong Agree

Source: Sugiyono (2015:134)

F) *Multiple Linear Regression Analysis*

The results of this multiple-liner analysis test are used to determine the effect of organizational culture, communication, and motivation together or simultaneously on the work productivity of PT employees. Alva Karya Perkasa Sari Husada Branch Office Table of its linear analysis test as follows:

Table 15: Descriptive Statistical Test Results

Statistics		Total X1	Total X2	Total Y
N	Valid	89	89	89
	Missing	0	0	0
Mean		49.97	14.35	42.04
Median		48.00	12.00	43.00
Mode		56	10	44
Std. Deviation		10.484	5.115	4.717
Variance		109.919	26.161	22.248
Range		38	16	15
Minimum		32	8	34
Maximum		70	24	49
Sum		4447	1277	3742
Percentiles	25	42.50	10.00	38.00
	50	48.00	12.00	43.00
	75	56.00	19.00	47.00

Source: Primary Data Processing Results, 2022

Table 16: Multiple Linear Regression Equation Test Results

Coefficients[a]								
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	27.841	2.259		12.326	.000		
	Total X1	.163	.039	.363	4.190	.000	.999	1.001
	Total X2	.491	.093	.458	5.280	.000	.999	1.001
a. Dependent Variable: Total Y								

Source: Primary Data Processing Results, 2022

From the results of the SPSS calculation, the multiple regression equation was obtained as follows:

$$\hat{Y} = \alpha + b_1X_1 + b_2X_2 + \mathcal{E}$$
$$\hat{Y} = 27.841 + 0,163\ X1 + 0,491\ X2 + e$$

Then, the interpretation formed is:
1. The constant value of 27.841 means that if the independent variables, the Work Environment and Workload, are constant or unchanged, then Work Productivity will increase by 27.841.

2. The regression coefficient value X1 = 0.163 means that if the Work Environment is further improved while the Workload variable is held constant (no change), it is predicted that Work Productivity will increase by 0.163.
3. The regression coefficient value X2 = 0.491 means that if the Workload is further increased while the Work Environment variable is declared constant (no change occurs), it is predicted that Work Productivity will also increase by 0.491.

G) Correlation Analysis Test

Correlation analysis test using SPSS.26 as a way to find out the direction of the strength of the relationship between two independent variables and one dependent variable. If r-$_{count}$> r-$_{table,}$ then there is a correlation between variables, and if vice versa, then there is no correlation in the variable, then the output results are obtained as follows:

Table 17: Multiple Correlation Analysis Results (R)

Correlations		Total X1	Total X2	Total Y
Total X1	Pearson Correlation	1	.038	.381**
	Sig. (2-tailed)		.723	.000
	N	89	89	89
Total X2	Pearson Correlation	.038	1	.472**
	Sig. (2-tailed)	.723		.000
	N	89	89	89
Total Y	Pearson Correlation	.381**	.472**	1
	Sig. (2-tailed)	.000	.000	
	N	89	89	89
**. Correlation is significant at the 0.01 level (2-tailed).				

Source: Primary Data Processing Results, 2022

H) Hypothesis Test

1. Hypothesis Test Partially (T-Test)

The results of the hypothesis are partially conducted to find out whether there is a significant effect between each work environment variable (X1) and workload (X2) on the work productivity of PT. Alva Karya Perkasa Sari Husada Branch Office and T-test results can be seen in the following table:

Table 18: Partial Test Results (t-test)

Coefficients^a								
Model		**Unstandardized Coefficients**		**Standardized Coefficients**	**t**	**Sig.**	**Collinearity Statistics**	
		B	**Std. Error**	**Beta**			**Tolerance**	**VIF**
1	(Constant)	27.841	2.259		12.326	.000		
	Total X1	.163	.039	.363	4.190	.000	.999	1.001
	Total X2	.491	.093	.458	5.280	.000	.999	1.001
a. Dependent Variable: Total Y								

Source: Primary Data Processing Results, 2022

    a. Work Environment Variables on Work Productivity.

The partial test results of the work environment variable (X1) on work productivity (Y) obtained X1 = 0.163 with a significance value of 1.001> 0.05 and df = N - K (independent variables) or 89 - 2 = 87 obtained t$_{Table}$ = 1.662 and t$_{count}$ 4.190 or t$_{count}$> t$_{Table}$ with a value of 4. 190> 1.662 with a significance value of 1.001 above 0.05 which means H0 is rejected, and H1 is accepted. Thus, it can be concluded that the work environment has a positive effect on the work productivity of employees of PT Alva Karya Perkasa Sari Husada Branch Office.

    b. Motivation Variables on Performance

The partial test results of the workload variable (X2) on work productivity (Y) obtained X2 = 0.491 with a significance value of 1.001> 0.05 and df = N - K (independent variables) or 89 - 2 = 87 obtained t$_{Table}$ = 1.662 and t$_{count}$ 5.280 or t$_{count}$> t$_{Table}$ with a value of 5. 280 > 1.662 with a significance value of 1.001 above 0.05, which means H0 is rejected, and H1 is accepted; thus, it can be concluded that there is a positive effect of workload on the work productivity of employees of PT Alva Karya Perkasa Sari Husada Branch Office.

2. Hypothesis Test Partially (f Test)

The simultaneous significant test is intended to test whether the work environment and workload simultaneously affect the work productivity of employees of PT Alva Karya Perkasa Sari Husada Branch Office; it can be seen that partially obtained value $\hat{Y} = 27.841 + 0.163\ X1 + 0.491\ X2 + e$ can be seen in the table as follows:

Table 19: Simultaneous Analysis Results (f Test)

ANOVAᵃ						
	Model	**Sum of Squares**	**df**	**Mean Square**	**F**	**Sig.**
1	Regression	693.710	2	346.855	23.597	.000ᵇ
	Residual	1264.110	86	14.699		
	Total	1957.820	88			
a. Dependent Variable: Total Y						
b. Predictors: (Constant), Total X2, TotalX1						

Source: Primary Data Processing Results, 2022

According to the test results in the table above, the F count is 23.597. At the same time, the F table is 3.10, as seen in the F distribution table (Appendix Table F) in column 2 on row 87 (n - k: 89 - 2 = 87). The results of the calculation of Fhitung 23.597> FTable 3.10, thus Ho, are rejected, and Ha is accepted, which means that the work environment and workload together have a significant effect on work productivity. The table above also obtained a Sig value of 0.000, so Sig. 0.000 < 0.005, meaning Ho is rejected and Ha is accepted. Thus it can be concluded that Work Environment and Workload have a significant effect simultaneously or together on Work Productivity.

I) *Determination Coefficient*

The coefficient of determination, which essentially measures how far the model's ability to explain the variation in the dependent variable, the coefficient of determination can be seen in the following table:

Table 20: Determination Coefficient Test

Model Summaryᵇ				
Model	**R**	**R Square**	**Adjusted R Square**	**Std. Error of the Estimate**
1	.595ᵃ	.354	.339	3.834
a. Predictors: (Constant), Total X2, TotalX1				
b. Dependent Variable: Total Y				

Source: Primary Data Processing Results, 2022

The magnitude of the coefficient of determination can be seen in the Adjusted R Square of 0.339, and this result implies that the ability of Work Environment and Workload to explain or influence Work Productivity is 33.9%, while 66.1% (100% - 33.9%) is explained by other factors outside the variables of this research.

V. DISCUSSION

A) *The Effect of Work Environment Variables (X1) on Work Productivity (Y) of PT. Alva Karya Perkasa Sari Husada Branch Office in South Jakarta.*

According to the test results in this research show that there is a positive and significant effect between the work environment and the work productivity of PT Alva Karya Perkasa Sari Husada Branch Office South Jakarta. The results of this research illustrate that the better the work environment provided, the higher the level of employee productivity of PT Alva Karya Perkasa, Sari Husada Branch Office, South Jakarta. The results of this research are in line with the research of Kandung Joko Nugroho 2021, with the research title The Effect of Workload, Work Motivation and Work Environment on Employee Productivity at the Central Bureau of Statistics of Blitar Regency, the results of the research Work Environment and Workload have a significant effect on employee Productivity. The thing that becomes one of the principles of the company planning production is the perception guide in the area and work environment within the company. Furthermore, the planning becomes a systemised activity and is conducted by all employees at PT Alva Karya Perkasa Sari Husada Branch Office, South Jakarta. The important thing in production activity is the work environment that can support the increase in employee productivity at work so that the output produced from production activities can reach the specified target. From the results of this research, the work environment has a positive and significant effect on the work productivity of employees of PT Alva Karya Perkasa, Sari Husada Branch Office, South Jakarta.

B) The Effect of Workload (X2) on Work Productivity (Y) of PT. Alva Karya Perkasa Sari Husada Branch Office in South Jakarta.

According to the test results in this research it shows that there is a positive and significant effect between workload and work productivity at PT Alva Karya Perkasa Sari Husada Branch Office, South Jakarta. The results of this research are in line with the research of Rusda Irawati and Dini Arimbi Carolina 2017, with the research title Analysis of the Effect of Workload on the Work Performance of Operator Employees of PT Giken Precision Indonesia, Batam. The results of the research show that workload has a positive and significant effect on employee productivity. In the production process in a company, employees get a workload according to the portion and position they receive; with various policies that the company has implemented regarding the duties and obligations of employees, it must be a concern for all employees to complete it. This becomes out of the proper rules when the workload received by employees exceeds the ability of employees and the agreement that has been stated at the time of the employment contract agreement, with the results of research on which workload affects employee work productivity. This workload is one of the concerns of the company in order to increase employee productivity where the distribution of tasks and obligations is adjusted to the capacity of the employee's ability, which will also support the results produced to meet customer needs; thus, the policy of targets that must be achieved can be realised properly.

C) The Effect of Work Environment (X1) and Workload (X2) on Work Productivity (Y) of PT. Alva Karya Perkasa Sari Husada Branch Office in South Jakarta.

In this research, researchers conducted data processing on the independent variables of Work Environment (X1) and Workload (X2) and the dependent variable, namely Work Productivity (Y). The results obtained show that the variables of Work Environment (X1) and Workload (X2) simultaneously have a significant effect on the Employee Productivity of PT Alva Karya Perkasa Sari Husada Branch Office South Jakarta. The results of this research are in line with the research of Demak Claudia Yosephine Simanjuntak, Arfi Hafiz Mudrika and Andre Syahputra Tarigan 2021 with the research title The Effect of Work Stress, Workload and Work Environment on Employee Performance of PT Jasa Marga (Persero) Tbk. Balmera Branch. The results of the research Work Stress, Workload and Work Environment have a significant effect on Employee Performance. Employee productivity can be realised if the policy given to him is in accordance with his capacity. Thus, productivity can be decomposed according to the needs of the company. Apart from that, other factors such as the work environment are other things that must be considered in the implementation of production, and this is useful for speeding up the production and transaction processes; with a good work environment, employee productivity will increase, this is evidenced by this research in which the work environment and workload effect employee productivity at PT Alva Karya Perkasa Sari Husada Branch Office, South Jakarta.

VI. CONCLUSION AND SUGGESTIONS

A) Conclusion

According to the results of research and data analysis, the researchers concluded that "The Effect of Work Environment and Workload on Employee Productivity of PT Alva Karya Perkasa, Sari Husada Branch Office, South Jakarta" is as follows:

1. There is a positive and significant effect between the work environment and work productivity at PT Alva Karya Perkasa Sari Husada Branch Office, South Jakarta. This shows that the high and low work productivity of conducting duties as an employee can be effectd by a good work environment.
2. There is a positive and significant effect between workload and work productivity at PT Alva Karya Perkasa, Sari Husada Branch Office, South Jakarta. This shows that the high and low productivity of employee working to complete their duties and obligations can be effectd by how much workload they get.
3. Work Environment and Workload simultaneously have a significant effect on the Employee Productivity of PT Alva Karya Perkasa Sari Husada South Jakarta Division. This shows that the work environment and workload together have a very important effect on increasing work productivity. Improving work environment facilities and organised workload can increase employee productivity at PT. Alva Karya Perkasa Sari Husada Division South Jakarta.

B) Suggestions

According to the conclusions above, the researcher submits the following suggestions:

1. For Company

Work Environment and Workload have an effect on Employee Productivity of PT Alva Karya Perkasa Sari Husada Division South Jakarta; therefore, the company must pay more attention and improve the work environment of employees and reduce employee workload so that it will improve employee productivity.

2. For Future Researcher

Suggestions for further research: because this research only uses three variables, it is recommended that future researchers add other variables such as work discipline, benefits, bonuses, or job satisfaction that can affect the productivity of employees of PT Alva Karya Perkasa Sari Husada Division South Jakarta.

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