

## ABSTRACT

# **THE INFLUENCE OF COMPETENCIES AND NON-PHYSICAL WORK ENVIRONMENT ON WORK PRODUCTIVITY OF EMPLOYEES PRODUCTION AT PT. UNITAMA AGRIMAS MULIA**

By:  
MUHAMMAD FITYATAL HAQQI

Percentage of employee productivity production at PT. Unitama Agrimas Mulia in 2022 experienced production problems where employees could not achieve production targets determined by the company, which caused company profits to decrease. This research aims to determine the influence of competency and non-physical work environment on productivity. The type of research used in this research was quantitative using associative methods. Data collection methods used primary data in the form of a distribution results questionnaire. The population in this study was 83 employees and using a purposive sampling technique, the respondents were 50 production employees. Test data analysis requirements used normality test, linearity test, and heteroscedasticity tests. The research found that competence has a positive effect on productivity; non-physical work environment has a positive effect on productivity. competence and non-physical work environment together has a positive effect on work productivity.

**Keywords:** Competence, Non-Physical Work Environment, Productivity.